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OUR PLAN FOR PUBLIC SCHOOLS
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NOTES AND COMMENTS

Year of Achievement

WHATEVER bricks Conference barrackers may have to fling at the N.E.C. at Ilfracombe, they will assuredly be unable to accuse it of idleness. Never has it had such a year of productive activity. The reconstruction of Whitleyism—of which little has been said as yet but of which, we hope, Conference delegates will hear something very much to their advantage; the Bolton judgment and the many successful arbitration cases and voluntary provisions which have followed it; the Association's leading part in the work of the Rushcliffe Committee; the appointment of NALGO's first national women's organiser and three more assistant organisers: these alone provide a record to be proud of. But they are far from completing the list. Coincident with its direct "bread and butter" work, NALGO has carried out with a vigour and enterprise hitherto unequalled, the Council has issued a spate of reports and memoranda on topics of vital concern to the service.

Excluding the widely publicised reconstruction report—for which the N.E.C., of course, bears no responsibility—it has submitted documents to the Beveridge and Uthwatt Committees, both of which found substantial acceptance in the final reports of those two bodies; it has approved a convincing memorandum on equal pay for equal work, soon to be in the hands of branches; it has published a statement on future hospital policy which has won wide approval; it has prepared, with the aid of districts, branches, and articles in these pages, many useful proposals for reinvigorating NALGO; and now, latest though not, we hope, last in the series, it has presented to the Government its views on the future of the public schools.

Preserving the Best

THAT document, which we publish this month, represents, in our view, a reasonable and practicable compromise between those who would abolish the public schools in favour of a complete and comprehensive national system of education and those who would retain them in their present form as a separate and independent system of education limited to a privileged section of the community. With all their faults, the Council recognises, the public boarding schools possess many good qualities which municipal day schools, for the most part, cannot provide: tradition, community life, freedom to develop different types and methods of education, the opportunity to utilise leisure hours in educational activity in the fullest sense of the term (what day school, for example, could find the time for practical "civics" on the admirable lines adopted at Christ's Hospital, as described in an article elsewhere in this issue?). It is significant, in this connection, that something like 90 per cent of the members of women's institutes who replied to a recent questionnaire on the subject wanted a boarding school education for their children.

But it is manifestly wrong that these advantages should, as they are at present, be reserved for a section of the community only, and NALGO's proposals seek to extend them to all able to derive benefit from them. This will be achieved by bringing public schools under the control of local education authorities, by requiring public schools to accept a determined and increasing proportion of pupils—as a first step towards their eventual fusion into the national education system—and by requiring local education authorities themselves to provide boarding schools of their own, making use of the experience and advice of the public schools.

This is not, of course, to imply that every child shall go to a boarding school. But it is to imply, as it should, that every child temperamentally suited to it should have the opportunity of spending at least part of its school life in a boarding school.

Though the NALGO report does not go so far, would it not be a useful objective to aim at boarding school education for all children from the age of fourteen onwards? It is between 14 and 16—to which, we hope, the school age will soon be raised—that children are most likely to benefit from it, while as a limited objective it is more likely to be practicable at an early date.

In this connection, we heartily applaud the further sensible suggestion of the women's institutes that local government should be put on the curriculum for the extended period of education between 14 and 16. It is certainly fantastic that we should teach our children about the government of ancient Rome but nothing about the government of their own town, about the mathematics of paperhanging and leaking bathtubs but nothing about the mathematics of rates, about the chemistry of oxygen but nothing about the purification of sewage.

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NALGO Fliers in China

THERE can now be few parts of the fighting world which NALGO warriors have not reached. A recent letter received at Headquarters—enclosing a voting paper for the affiliation ballot—discloses that several are serving with the R.A.F. in China. It is from Leading Aircraftman L. E. Miller, of Camberwell. "When we get together," he writes, "NALGO is often under discussion. Unfortunately, copies of LOCAL GOVERNMENT SERVICE reach us very rarely (although we know that they are sent by our respective branch secretaries), but when they do arrive they are always passed round.

"We all feel that NALGO is doing a good job of work in protecting our interests while we are overseas and we are grateful. We also feel that China would benefit considerably by a well-planned system of local government (with special emphasis on slum clearance)—but that's another story.

"To all disgruntled ratepayers who feel that they are not getting value for their money, I say: 'Come to China!' They'd then appreciate what's done for them back home."

Not a bad idea, either.

Beatrice Webb

BY the death of Beatrice Webb, Britain has lost one of the most brilliant women it has produced, local government its ablest chronicler, and NALGO a good friend. The Webbs' monumental history of local government will long remain a classic, an example of thorough, patient, and detailed research of a kind rarely attempted and never equalled, while their later account of the Soviet experiment—a new and revised edition of which has been recently issued—stands without peer in the literature of national structure.

Though latterly most of her boundless curiosity and energy had been devoted to propagating the gospel of the "New Civilisation" which she conceived Soviet Russia to be, she retained a warm interest in local government problems, and only a few weeks before her death wrote to us to say how much she liked and agreed with the report of the Reconstruction Committee, while at the same time expressing doubts whether any reform of local government structure would be effective so long as this country retained the capitalist profit-making system. In a later letter she showed her interest in NALGO—"I think your organisation is most important"—and its members by suggesting a special cheap edition for them of her latest book, "The Truth about Soviet Russia" (a reprint of the new preface to "Soviet Communism, a New Civilisation") similar to the cheap edition of the main work made available to NALGO before the war. Unfortunately, wartime publishing difficulties

made it impossible to pursue the suggestion. Readers will recall the interview with Mrs. Webb by E. M. Hutchinson, published in the October, 1941, journal. We mourn a great woman.

Civil Defence

MANY local government officers engaged, officially or voluntarily, in the work of civil defence have felt the need for some organisation that would bring together all interested in the problems and progress of the service, serve as an exchange and forcing-house for ideas, and generally contribute to its greater efficiency. Several organisations have been formed with this object and have done most useful work; but none, hitherto, has proved sufficiently comprehensive and all-embracing.

Another attempt is now being made by the Citizens Guild for Civil Defence, recently formed with the ambitious aims of:

Promoting the highest standard of civil defence, fire prevention, and fire defence work within the United Nations;

Making available, in the widest possible way, information about all civil defence and fire defence matters, technical and general, to the authorities, officials, and personnel, and to the public where feasible;

Investigating and reporting on uses to which the civil defence and fire prevention organisations and their personnel may be put after the war; and

Organising conferences, an information bureau, research, discussion, and other similar activities to fulfil the above aims.

Support is being sought from all branches of the civil defence and fire prevention services, and a preliminary series of meetings and conferences, to be held at Victory House, Leicester Square, London, W.C.2, has been planned. The first is:

June 10, 9.30 a.m.-5.0 p.m.—Casualty Service Conference, covering blitz first-aid for rescue parties, ambulance work, training in first-aid posts and disposal of the dead. Speakers will include a NALGO member, Mr. H. Cotton, staff officer for casualty services at Lincoln.

The address of the Guild is 20, Buckingham Street, Strand, London, W.C.2 (Temple Bar 8701).

Maintaining Efficiency

ANOTHER civil defence organisation with similar aims, the A.R.P. Co-ordinating Committee, to whose useful work we have referred in the past, has recently made representations to the Minister of Home Security concerning the maintenance of the efficiency of civil defence. The possibility of an enemy counter-offensive to the opening of hostilities in the West of Europe, which may well take the form of concentrated raids on this country, makes this lap—even if it should be the last lap—of civil defence the most important one of all. The Committee therefore considers that street fire guards should be trained to deal with all the consequences of bombing. That the Home Guard should be trained in civil defence, and that there should be complete co-operation between the regular army and civil defence forces. Also that co-operation between industrial A.R.P. and civil defence should be officially organised, and official propaganda intensified to emphasise the importance of civil defence work, to gain recruits as part-time volunteers, especially in the W.V.S. Housewives' Services, and to improve public knowledge of civil defence.

Prisoners Disfranchised

WHILE it is not yet possible to say how many of NALGO's 33,000 members in the Forces (that was the total on October 31 last; it must be much greater now) have been able to cast their votes in the T.U.C. affiliation ballot, it seems probable that one section at least has been effectively disfranchised. Those are the 350 or so prisoners in enemy hands—in Germany, Italy, and the areas overrun by Japan.

Ballot papers were sent to most of the prisoners whose whereabouts are known. Until the envelopes are opened we shall not know whether any have been able to return them. We do, however, know that some in an Italian camp have not been allowed to do so. Our informant, a member of the East Riding branch taken at Tobruk, has found compensations for this deprivation of his democratic rights in the company of Bowes and Fred Brown, the well-known Yorkshire and Surrey cricketers, though he adds, rather plaintively, "we can only manage baseball." Still, he may be home before the affiliation issue is finally decided!

NALGO'S FOUR NEW ORGANISERS

THE urgent need to strengthen NALGO's organising staff was recognised by the National Executive Council on May 15, when it approved the appointment of a national women's organiser—the first in the Association's history—and three new temporary assistant organisers. The new organisers, all of whom will be taking up their work as soon as possible (Miss Gaywood has already done so) are:

NATIONAL WOMAN ORGANISER

Miss Angela Gaywood, lately organiser for the "Women for Westminster" movement. Miss Gaywood is a State registered nurse, and State certified midwife, and has worked for some years in a number of hospitals, including the municipal hospital, Ipswich, where she was ward sister, until she was compelled to give up nursing for reasons of health. She has a thorough knowledge of the problems and legislation affecting women workers in general and nurses in particular, and is an able and experienced public speaker. The daughter of a local government officer, she has a sound knowledge of local government and the aims and activities of the Association. All who have met her are confident that she will make a great success of this new post and will put women firmly on the NALGO map.

Miss Angela Gaywood

ASSISTANT ORGANISERS

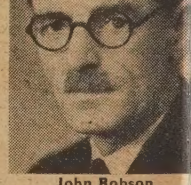
Stephen Duncan, lately chief administrative assistant in the public health department at Stretford, was also casualty services staff officer, and assistant hon. secretary of the Stretford Memorial Hospital. Before going to Stretford, he was chief clerk in the tuberculosis department at Salford. A member of NALGO for 24 years, Mr. Duncan served at Salford as secretary-treasurer of the health department section, vice-chairman of the service conditions committee, and a delegate to Conference. Since going to Stretford in 1933, he has sat on the executive committee (as assistant branch secretary for the past two years) and is also public relations correspondent, chairman of the educational facilities committee, and branch representative on the North Western district committee, and the Stretford branch council of the W.E.A. Mr. Duncan is a practised speaker, has made several broadcasts, has written articles for periodicals and newspapers, is chairman, producer, and a playing member of the "Salford Players," a successful dramatic society, and has been district Rover Scout leader for Salford. As a pre-war member of the R.N.V.R., he served at sea in H.M.S. Resolution, H.M.S. Dragon, and H.M. Aircraft-Carrier Argus, though he has since been rejected for active service.

Stephen Duncan

David Newman, for the past eight years of the staff of the health department at Edmonton where he organised and was in administrative charge of the casualty section. Mr. Newman has been a keen member of NALGO since he entered local government service in 1935 and has played a prominent part in the work of his branch, sitting on the branch executive and lately acting as social secretary. He was instrumental in getting the branch to hold monthly meetings, which have greatly stimulated interest and activity, organised a scheme for part-time evening work at a war factory, and persuaded the branch to "adopt" one of H.M. trawlers. He was until recently secretary of the Enfield branch of the Workers' Educational Association, for which he organised study courses, public meetings, and week-end schools. He has given many lectures on local government and citizenship under the auspices of the Committee for Adult Education in H.M. Forces. Called up in 1940, Mr. Newman served in the Army for a year, but was discharged on medical grounds.

David Newman

John L. Robson has worked in the gas department at Birkenhead since 1940. A member of NALGO for 23 years, he has sat on his branch executive for the whole of that time, occupying at different periods the positions of vice-chairman, branch magazine editor, deputy chairman of the staff joint committee, representative on the North Western district committee, and Conference delegate, and has been branch secretary since 1939. Since 1935 he has been a member of the Wirral urban district council, on which he has served as chairman of the emergency, finance and parks committees and was last year chairman of the council. He is also chairman of the food control committee and a member of the West Cheshire Water Board and the employers' panel of the Lancashire and Cheshire provincial Whitley Council. A member of the Home Guard since its inception, he has served successively as adjutant, assistant group adjutant, and staff captain, and now holds an administrative appointment on a sector headquarters staff. Mr. Robson is a most enthusiastic Nalgoite and an experienced and widely-read speaker and writer.



John Robson

For the time being, Miss Gaywood will have her headquarters in London, from which she will visit parts of the country special needing her services. Mr. Duncan is to be attached to the Manchester office as assistant divisional secretary, and Messrs. Robson and Newman will form a "mobile" unit stationed in London, but available to be sent wherever assistance is most needed.

ublic Schools Should be Brought into State Education System—NALGO's Plan

Ultimate incorporation of the public schools in the national educational system is posed by NALGO in a memorandum it has submitted to the Committee on lic Schools set up recently by the President of the Board of Education. Here it is.

IE memorandum which was approved by the National Executive Council on 15 was prepared by the education com- ee of the N.E.C., in response to a request the Association's views received from the nmittee on Public Schools. The terms of rence of that committee are :

To consider means whereby the associa- on between the public schools (by which rm is meant schools which are in member- ip of the Governing Bodies Association r Headmasters' Conference) and the eneral educational system of the country ould be developed and extended ; also to onsider how far any measures recommended n the case of boys' public schools could e applied to comparable schools for girls.

NALGO's memorandum is in the fol- ing terms :

. At the outset of its consideration of the mmittee's problem the Association was ick by the widely inclusive nature of the inition of public schools in the terms of erence to the Committee. Regarded ad- nistratively, and that is the aspect of the oblem in which the Association is naturally st interested, it ranges from schools which completely independent of the national tem of education, through schools which e a more or less limited connection with it reason of their receipt of direct grant from Board of Education, to schools which, ng maintained or aided by the local educa- n authorities, are already within the system. storically, the term public schools was first plied to the small and selected group of hools which were the subject of the Public hools Act of 1868. In popular usage it w applies to a large group of schools of e character, a number of which were founded the middle years of last century, avowedly imitation of the prototype, which was con- ered to have special educational merits.

The Two Nations"

2. The Association proposes to confine its servations to

(*a*) The public schools in the common understanding of that term, and

(*b*) The schools in receipt of direct grant from the Board of Education.

Its views should be read as applying *mutatis utandis* to day and boarding schools, and boys' and girls' schools equally.

3. The common characteristic of the public hools is their independence of the State stem and of one another. That independence made the more secure by the existence of e preparatory schools, mostly privately wned, which are their recruiting ground. oth the public and preparatory schools charge es which are beyond the means of any below e upper middle and professional classes. he competition for such scholarships as the hools offer is intense, and training in a reparatory school is practically necessary for uccess. Finally, both public and preparatory chools are staffed mainly by old public School oys who have passed through the older niversities, and who, in consequence, seek to erpetuate the traditions of the class in which ey were themselves brought up.

4. In complete contrast socially stand the condary schools of the national system, ducating boys and girls in the same subjects achieve equally high standards of intellec- al, mental, and moral attainment.

5. The outcome of this diversity is the ivision of the community into two social asses—the "two Nations" of Disraeli's phrase. That division is held to be fundamentally inconsistent with the democratic practice of equal opportunity for all and will if persisted in become, in the Association's view, a danger to the common weal.

6. **The problem then, as the Association sees it, is not merely that of contriving a link between the public schools as now conducted and the national system : sooner or later fusion with the system must be contemplated. It is with the Association a matter of principle that all public schools shall be brought ultimately within the general educational system of the country.** As a body of practical administrators, the Association realises that so far-reaching a principle cannot be universally applied by immediate legislative action. Provided the goal is unmistakably defined, the process of assimilation may well be gradual, in accordance with the traditional and typical British method of administrative reform. The Association has therefore directed its further examination of the problem to proposals for a gradual, but definite progress towards the desired end.

AN EQUAL CHANCE FOR ALL CHILDREN

Basing its argument on the axiom that "equal educational opportunity should be made a reality for all children," NALGO proposes, as steps to the ultimate incorporation of public schools within the national education system :

- **Abolition, after reasonable notice, of the system under which some schools receive a direct grant from the Board of Education;**
- **Compulsory allocation by all public schools of at least 25 per cent of their places (the proportion being later increased) to pupils from local authority or deficiency-aided schools, whose fees would be paid, in whole or in part, by local education authorities ; and**
- **The provision by local education authorities themselves of boarding school accommodation in their areas.**

The Association is opposed to the idea that all schools should follow the same pattern. "Schools of every kind," it says, "should have full freedom to experiment and to develop their own types of education," and the best features and traditional status of the public schools should be preserved —but within the national system.

Direct Grant Schools

7. Before formulating its proposals for the public schools, and by way of clearing the ground, the Association desires briefly to discuss the subsidiary problem of the schools in receipt of direct grant from the Board of Education. The Direct Grant List was framed in 1926 as a result of the objection of the Treasury to the payment of grant-in-aid through two channels to the same institution. Schools, other than those provided by the local education authorities, which at that time were receiving grant from the Board on the ground that they were efficiently aiding the supply of secondary education in the areas which they served, were given the option of continuing to do so or of receiving public aid from and through the local education authority. In most cases the decision was probably based on a calculation of immediate financial advantage. The List has never been revised, notwithstanding that many of the schools have since entered into closer relations with their L.E.A.'s and are now receiving grant from the L.E.A. as well as from the Board. The L.E.A.'s have a grievance here which should be remedied. Although their subsidies to these direct grant schools are made in fulfilment of a statutory duty, they are not allowed to rank for the 50 per cent Exchequer grant on the authority's higher education expenditure.

8. The Association can see no adequate reason for the retention, much less the extension, of this List. It was a convenient device for bridging a transitional period which subsequent developments have rendered fortuitous in its effect. To arrange in a period of educational reconstruction for its perpetuation is to create an undesirable duality in the public provision of secondary education. The Board and the local authorities are in partnership and neither partner can, as it were, transact a private business in what should be the common field without risk to the partnership of misunderstanding and confusion. **There would appear, in short, to be no justification for the creation or continuance of a system of secondary schools in receipt of public money alternative to that which it will presently become the compulsory duty of the local education authorities to provide.**

9. Reasonable notice should be given of the abolition of the List so that the schools affected may have time to re-adjust themselves to the new situation. Those of them which are already receiving grants from the local education authority should continue to receive those grants, but on a deficiency basis, and the non-local boarding schools should be classed with the public schools whose immediate future relation to the national system of education falls now to be considered.

Independent Public Schools

10. It follows from what has been previously said that in the Association's view this group of schools must sooner or later be brought within the ambit of the local education authorities. The first fact to be reckoned with is that they are all non-local schools, serving the area of more than one authority. **The grant-in-aid from the local education authority should therefore be in the form of a capitation grant in respect of pupils resident in the authority's area whose admission has been obtained under arrangements approved and accepted by the authority.** These arrangements should, however, be substantially common to all participating schools and authorities, and should be worked out in negotiation between the bodies representative both of the schools and of the authorities with the assistance of the Board of Education. The grants would in principle be payments for services rendered.

11. A few public schools have already adopted the practice of accepting aided pupils, a practice which, the Association thinks, should be encouraged and in which it hopes that all schools in the group will be invited by the Board to co-operate and will accept the invitation.

12. **After a prescribed period the schools should be required to allocate at least 25 per cent of their admissions to pupils from the schools maintained or deficiency-aided by the local education authorities.** The aid to the pupil could in such cases take two forms, namely a payment to the school to meet the cost of his education and a payment to the pupil to cover at least the personal expenses which his parents were not in a position to pay, and possibly the boarding fees, if it is not in the end arranged that these should be paid to the school direct.

13. The proportion of 25 per cent is, the Association suggests, a minimum which should be increased within a defined period. The selection of pupils should be made at 13 years of age, which is the approximate admission age to the public schools. Under the national system, full-time secondary education will begin at the age of 11, but there must be

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EIGHT MORE ARBITRATION VICTORIES

Officer's Salary Raised by £350 p.a.

MORE victories in N A L G O's campaign for reasonable and uniform salaries and conditions of service for its members were reported to the National Executive Council when it met on May 15.

In the first—a case which, so far as is known, was without precedent in trade union history—the Association, acting in collaboration with the Association of Directors and Secretaries for Education, secured an arbitration award of outstanding importance to all its members, and to chief officers in particular.

A member of N A L G O was appointed director of education to a county council on April 1, 1930, at what was stated in the minute recording his appointment to be a *commencing salary* of £1,250 p.a. Since that date the county education committee, on five occasions—in 1932, 1935, 1938, and twice in 1939—and the salaries committee on one occasion, in 1939, had recommended increases in the director's salary. On each occasion, however, the recommendation was rejected by the county council, with the result that the director's salary remained unchanged for 13 years despite the facts that his predecessor had received increments bringing his salary on retirement to £1,800; that he had undertaken many additional duties during his period of service; and that the minimum salary for such an appointment in the scale recommended by the Association of Directors and Secretaries and adopted by the County Councils Association, the Association of Municipal Corporations, and the Association of Education Committees, was £1,600 p.a.

In 1941, the director put his case in the hands of N A L G O and the Association of Directors and Secretaries, and in December of that year the two associations submitted jointly to the county council an application for his salary to be increased, and asked that a deputation be received. Despite repeated requests, the county council took no action on these requests until October, 1942, when a joint deputation was received by the salaries committee. After hearing the deputation, the salaries committee recommended that the director's salary be increased to £1,500 p.a. by two increments of £125, but this the county council rejected a month later.

Thereupon the two associations, having exhausted all possibilities of settling the dispute by direct negotiation, submitted it to the Minister of Labour, who referred it to Sir Harold Morris, K.C., as a single arbitrator under the Conditions of Employment and National Arbitration Order. The case was heard on April 21, 1943. For N A L G O and the Association of Directors and Secretaries, Dr. J. Charlesworth, barrister, claimed that the director's salary should be increased to £1,600. In support of the claim, Dr. Charlesworth argued that the phrase "commencing salary" in the resolution appointing the director implied that incremental advances should be made in his salary, and pointed out that his predecessor had received such incremental advances, bringing his salary on retirement to £1,800; that the council had repeatedly rejected recommendations for an increase; that the director's increased wor and responsibilities fully justified the claim that the minimum salary for the position the scale recommended by the Association Directors and Secretaries, and adopted by th County Councils Association was £1,600; an that the director was equal in rank with th chief officers of other major departments.

For the county council, Mr. W. Sexto barrister, submitted that the salary of £1,25 was adequate for the post, and was in fair an proper relativity with those of other chi officers; that no significance could be attache to the term "commencing salary," whic did not necessarily imply any increment advance; that the council, after careful revie on many occasions had come to the conclusio that no advance was justified; that the scal of the Association of Directors and Secretari was followed by only 19 out of 39 count councils; and that the ratepayers could no afford the salary claimed.

The arbitrator awarded that the salary of th director should be increased to £1,600 fro October 29, 1942—the date on which the disput was deemed to have arisen.

This case is of special importance in tha it is the first to be taken by any trade unio under the National Arbitration Order o behalf of an individual member, and thu establishes the right of individuals as well a groups of officers to submit their grievance to compulsory arbitration machinery shoul other methods of conciliation fail.

Other recent cases reported to the N.E.C dealt with war service pay and cost-of-livin bonus. They were heard by the Nation Arbitration Tribunal, and the results were a follows:

Bollington urban district council—Th council, though a member of the Lancashir and Cheshire provincial council, had refuse to supplement war service pay, resolvin instead to consider each case on its merit The tribunal awarded that it should supplemen the war pay of members of its staff in the Force on the basis of the Bolton agreement, pay ments being dated back to September 1, 194 the date on which the dispute was deemed t have arisen.

Morecambe and Heysham borough council—The council, though a member of the Lan cashire and Cheshire provincial council ha refused to supplement war service pay, re solving instead to consider each case on it merits. The tribunal awarded the Bolto agreement, payments to be dated back t July 1, 1940.

Nelson borough—The council, though member of the Lancashire and Cheshire pro vincial council, had refused to supplemen war service pay in any way. The tribuna awarded the Bolton agreement, payment to be dated back to January 1, 1940.

Bacup borough—Shortly before the war, th council, which is a constituent member of th Lancashire and Cheshire provincial council decided to make up war service pay of al members of its staff in the Forces. In Feb ruary, 1940, however, it rescinded this decisio and resolved that in future it would make n payments to staff undertaking war service with the exception of those to whom it wa already under legal obligation. The tribuna awarded the Bolton agreement, payment to be dated back to October 28, 1942.

Clitheroe borough—The council (which wa not represented at the hearing), though a member of the Lancashire and Cheshir provincial council, had refused to make an payments to members of its staff on wa service. The tribunal awarded the Bolto agreement, payments to be dated back t January 1, 1940.

In one case only did N A L G O's claim fail

SPECIAL CONFERENCE NUMBER OF "L.G.S."

In view of the outstanding importance of this year's Annual Conference, arrangements are being made to supply a full report of the proceedings to every N A L G O member.

This will be contained in a special 32-page Conference number of "Local Government Service" to be published about the middle of July. Sufficient copies of this Conference number will be printed to supply the whole of the membership and for this issue only, therefore, the rationing system to which branches have been subjected for some time past will be suspended.

To provide the necessary paper for the Conference number, "Local Government Service" will not be published at all in August. Normal (and rationed) publication will be resumed in September.

NALGO's Plan for Public Schools

(Continued from page 375)

opportunities for transfer to a more suitable type of school at or about the age of 13.

14. The arrangement envisaged will involve the widening of the tests for entrance to the public schools in order to make possible the admission of pupils educated in the normal schools within the national system, instead of, as at present, confining possible entrance in the main to pupils from independent and mainly private preparatory schools to which high fees have to be paid. Social and economic forces are tending more and more toward the equalisation of living conditions and opportunities among the citizens at large. In the long run the public schools will find themselves obliged to reckon with this tendency. The social results of the similar infiltration of boys of the so-called lower classes into the grammar schools of 30 or 35 years ago, encourages the hope that without injury to their peculiar virtues the public schools will in no long time become equally class-less.

15. An association of administrators has no special claim to pronounce judgment on the respective merits of day schools and boarding schools. There can be no doubt, however, that for certain types of children an experience of some length in a boarding school can be very valuable, and these not necessarily children whose home conditions militate against their proper development. If the boarding school is a peculiarly English institution it is a fair criticism of the present national system that it has not encouraged the provision of boarding schools on any considerable scale save for those children who suffer from some physical or mental defect. The lee-way in boarding school accommodation to be made up must be far greater than the public schools alone can compass, but their material help will be most valuable and if, as the Association would suggest, **it became the specific duty of the local education authorities to provide or arrange for sufficient boarding school accommodation for their areas,** those authorities would undoubtedly seek to benefit by the special knowledge which the public schools have acquired of boarding school problems and by their experience in dealing with them.

16. **In offering these observations, the Association wishes to make it clear that it desires to see the best features and the traditional status of the public school brought within the national system.** Schools of every kind should have full freedom to experiment and to develop their own types of education for the ultimate benefit of the nation. There is no desire on its part that schools should be regimentalised in any way, for it realises fully the imperative need for wide variety in the curriculum and aim of individual schools. What it does desire, however, is to see one of the privileges of money done away with. Educational advantages should cease to be the prerogative of those who can afford to buy them, and the equal educational opportunity should be made a reality for all children, poor as well as rich, with due regard to personal characters and abilities.

s was brought against **Hertfordshire county** ncil which had refused to pay the war bonus ommended by the National Whitley Council endorsed by the Eastern district pro- ial council. Instead, the county council decided to pay war bonus in accordance h the civil service scales operative from e to time. NALGO claimed that it uld be required to pay bonus in accordance h the National Whitley Council scales, the tribunal rejected the claim.

n addition, two awards have been given the appeals committee of the West Midlands ovincial council, in disputes referred to it the Minister of Labour. They are:

Solihull urban district—The council, though member of the West Midlands provincial ncil, was supplementing service pay on a le inferior to that recommended by the ovincial council. The appeals committee arded that war service pay should be plemented on the following scale:

rried Man

Salary	Payments
to £300	—service pay made up to civil salary.
0 to £400	—service pay made up to five-sixths civil salary.
0 to £500	—service pay made up to four-fifths civil salary.
er £500	—service pay made up to three-quarters —civil salary.

married man with dependants
—each case to be considered on merits.

married man without dependants
—service pay made up to half civil salary, provided payment by council does not exceed £78 per annum.

ervice pay is defined as including allowances and 6d. a day subsistence allowance. Civil salary is to lude the current cost-of-living bonus recommended the provincial council. No married man is to receive ess total sum than he would have received had his ary been the maximum of the next lower division of scale. An unmarried employee who volunteered t was called for service between July 18 and October 7, 9, is to be treated as a married man. No employee ll receive less under the new scale than he receives der the council's present scale.

The award takes effect from April 1, 1943, except in the e of unmarried employees who volunteered and were led for service between July 18 and October 7, 1939, in pect of whom it will operate as from July 1, 1941.

Leamington Spa borough—The council imed that salary increases granted as from ril 1, 1942, should be taken into account reckoning cost-of-living bonus due to embers of the staff under the scale endorsed the provincial council. The appeals com- ittee found against this claim.

The value of the National Arbitration Tri- nal in helping to secure greater uniformity in nditions in the local government service is rther illustrated by the fact that, in addition the ten local authorities against which ar service pay awards have been made, 70 thorities—including two county councils, one unty borough, 16 boroughs, 35 urban districts, 2 rural districts, and four other authorities—have w voluntarily adopted the Bolton agreement.

Most of the time of the National Executive ouncil was taken up with detailed consider- ion of the agenda for Conference, but other atters dealt with included:

Organisation of Gas Company Staffs—NALGO has received a letter from the ederation of Gas Employers, stating:

"The question of the wages and conditions f service of clerical and administrative staffs as considered by the Central Committee f the Federation of Gas Employers at their eeting last month, when it was pointed out hat, although in the case of local authorities he rates of pay and conditions of service of uch employees were generally regulated by egotiation between your Association and epresentatives of local authorities, in the case f gas companies such workers, prior to the ar, were not generally organized. Since the ar, however, a certain number of clerical nd administrative workers have joined various rade unions and others would appear to be esirous of setting up some machinery for the ettlement of wages, conditions, etc.

"Numerous local authorities have testified o the satisfactory arrangements which have een made with your Association and from the views expressed it would appear that it would be advantageous if clerical and administrative staffs of companies could be dealt with in a similar way.

"As you will, of course, appreciate, the question as to whether members of clerical and administrative staffs would desire to become members of your Association is not one upon which an Employers' Federation would be competent to make a decision. The point which my central committee would like to be advised upon is whether your Association would be prepared to amend its constitution so as to recruit into membership members of the clerical and administrative staff not only of municipally-owned but also of company-owned undertakings."

The N.E.C. decided to refer this letter to the special service conditions and organisation sub-committee for consideration.

Compensation for War Injuries—An N.E.C. deputation consisting of Messrs. F. H. Harrod, P. H. Harrold, J. L. Holland, and the organising secretary saw the Minister of Pensions on May 1, to present the case for special consideration for local government officers under the Personal Injuries (Civilians) scheme.

Submitting the case, Mr. Harrold stressed the anomaly in the present scheme as a result of which officers engaged on administrative or organising duties in civil defence are not regarded as members of the civil defence services and are, therefore, not eligible for the compensation in respect of "war service" injuries which is provided for full or part time members of the civil defence services. It was, he pointed out, unjust that controlling officers, responsible for the organisation and smooth running of the services, should be debarred from the protection afforded to their subordinates. The work of supervision and control entailed many hours of work outside normal office hours; there was a material distinction between local government officers required to perform emergency duties and members of the public doing them voluntarily; and many officers holding high and important positions in local government might, in the event of injury, suffer total permanent loss of income and be reduced to a position of serious hardship.

The Local Government Superannuation Acts provided no remedy for this position, since the grant of a gratuity, which might be quite inadequate, was a voluntary act on the part of a local authority (which might or might not be exercised) and there was no provision for widows or dependants if an officer were injured or killed in the performance of his civil defence duties. Neither could the Workmen's Compensation Acts be regarded as a substitute since these Acts did not apply to officers receiving salaries in excess of £420.

After giving examples of the risks for which no compensation was available—such as the collapse of a building being inspected; a fall into a bomb crater in the black-out; and accidents at exercises—the deputation urged the Minister to accept the following principles:

Payment of adequate compensation in the event of injury or death to local government officers engaged in administrative duties in civil defence owing to the special risks to which they are subjected; and

Grading of such compensation to correspond with the status and salary of the officer killed or injured, as is done in H.M. Forces, in the National Fire Service, and in the Police Service.

The Minister agreed that officers engaged in civil defence administrative duties had a case to be regarded as civil defence volunteers and indicated his willingness to consider that point sympathetically. He pointed out, however, that the basis of the Personal Injuries (Civilians) Scheme was that payments should be "flat" rates without regard to pre-injury earnings, and that legislation would be needed to give effect to the proposal to grade payments according to rank. That involved Government policy, and was a matter upon which he would have to consult with other Ministers. He promised to communicate with the Association as soon as possible.

Retention of Officers Due to Retire—In reply to a question raised by the Incorporated Society of Inspectors of Weights and Measures, it was agreed that, while it is NALGO's policy that all officers should retire at 65, it is not practicable today to protest when local authorities extend the period of service of particular officers owing to war difficulties.

Mr. D. J. Parry—The Council congratulated Mr. D. J. Parry, hon. solicitor for Wales, on his appointment as clerk to the Glamorgan County Council.

Scholarships for Nurses.—The final date for applications for the new NALGO scholarships for nurses, details of which were announced in LOCAL GOVERNMENT SERVICE in March, has been extended from May 31 to June 30.

ANNUAL MEETINGS OF ANCILLARIES

NATIONAL AND LOCAL GOVERNMENT OFFICERS' MUTUAL INSURANCE ASSOCIATION, LTD. (No. 2898 R—DEVON)

Notice is hereby given that the Fiftieth Annual General Meeting of the Members of this Association will be held at Caxton Hall, Westminster, London, S.W.1, on Sunday, June 13, 1943, at 11 a.m., for the transaction of the following business:—

1. To confirm the Minutes of the Annual General Meeting held on May 26, 1942.
2. To receive the Report of the Board of Management.
3. To receive the Accounts and Balance Sheet.
4. To elect one member of the Board of Management.
   (The retiring member of the Board is Mr. C. A. W. Roberts who, being eligible, offers himself for re-election.)
5. To elect an Auditor.
6. To elect an Arbitrator.
   (Sir George Parker Morris has signified his willingness to act as an Arbitrator in place of Sir William Hart (deceased) and the Board recommend the appointment.)
7. Other business (if any).

Nalgo, Croyde, Braunton, N. Devon. JOHN SIMONDS, General Manager.

Notices of the Annual General Meetings of the Nalgo Provident Society, Nalgo Building Society, and Nalgo Approved Society appeared in the May number of "Local Government Service."

Increased Allowances for Pensioned Officers Urged

As we go to press we learn that a deputation representing the Trades Union Congress, NALGO., the National Union of Teachers, and the Educational Institute of Scotland, interviewed the Chancellor of the Exchequer on May 17, 1943, regarding the very great hardships which many superannuated officers are suffering at the present time, owing to the increase in the cost of living. Urgent representations were made to the Chancellor, and further details of the interview will be given in our next issue.

Children's Nurseries After the War

The National Society of Children's Nurseries has presented a memorandum to the Minister of Health, setting out a four-years plan for Children's Nurseries by means of which premises and trained staff could be available within four years after the war, to accommodate 300,000 children.

In this connection, the Woolwich Polytechnic has arranged a course of instruction for students who are taking practical training in an affiliated nursery, and who wish to sit for the Nursery Nurses' Diploma.

The first course began on May 11, with classes every Tuesday afternoon from 2 to 5 p.m., and a further course is planned for September.

TRAINING CITIZENS OF TOMORROW

Bluecoat Boys "Discover" Local Government

How are the citizens of tomorrow to be given an active, constructive interest in local government? Here, W. ROSS MACKLIN, who is a master at Christ's Hospital, Horsham, describes a stimulating and most successful experiment in which he took part.

"STUDY GROUPS" came into existence at Christ's Hospital in the spring of 1942. There were ten groups, each consisting of eight or nine boys with a master or mistress, not so much in charge as in the background in case of need. Most groups made up their minds at once what it was they wanted to study: Russia, India, Town Planning, Education, Health, or Social Services. We took longer. At the end of two meetings we had mentioned most aspects of reconstruction without deciding where we should begin. The more we talked about post-war problems, the more difficult it became to separate them from one another, and the less we wanted to choose between them. A sudden inspiration made our vague plans definite and manageable. Reconstruction was not merely a national or international business, it was local, too. Local government was concerned with almost everything we had been considering; it was near home; it could be studied in action, on the spot; the subject was narrow enough for concentration yet wide enough to embrace the multifarious interests of the group. Why had it not occurred to us before? In our new-found enthusiasm we were even inclined to condemn less fortunate and far-sighted groups which had rushed blindly into vast international problems without first learning something about their own towns and villages.

Exhilarating Discoveries

Once we had decided on local government there was plenty to do. We bought or borrowed large books and small books, we ordered the local paper and cut out accounts of urban and rural district council meetings. Members wrote home for other local papers. We made a scrapbook of press cuttings. Each of us in turn prepared a short talk on a particular aspect of the subject. We had, among others: County Boroughs, Rates and Taxes, the Police, Drainage, Sewage Disposal. The best of these early talks was an ambitious survey of Manchester. This was built up on the many excellent pamphlets published by the city council, and it gave us a glimpse of the vast achievements and vaster possibilities of an enlightened and progressive local government. Were there really people who thought that local government was a pettifogging affair for busybodies? It was quite exhilarating to try to grasp the astronomical figures in gallons and tons of the Manchester water supply and sewage system. From a short historical sketch we learnt something of the tragedy of our towns, allowed to grow to such proportions without plan or control and leaving to posterity almost insoluble problems. Slowly our knowledge was growing. We learnt about the relations between various government departments and the local council, and the parliamentary Acts which established them. We heard of watch committees and grants-in-aid, of medical officers and casual wards. We even developed opinions on the electoral truce, municipal trading, and "Regionalism."

It was now time to see the machinery at work. One evening in July we cycled three miles to attend an urban district council meeting. The experience was exciting in some ways, but disappointing in others. We had expected more zest, more debate, more sense of urgency. There was little discussion, except on trivial or even personal points. Motions were rushed through five or six at a time. One or two men who spoke or seemed inclined to press points, were discouraged by the general atmosphere. It was not till later that we learnt how much solid work is done by committees beforehand, so that a meeting even of the most energetic council must often appear superficially a perfunctory or merely formal affair. In our discussions after the meeting, we passed many harsh judgments on our local council. Many of these we have had to correct since, but not all.

We began our second term with a wider background and more confidence. It is, perhaps, worth pointing out that our interest was enough to carry us on to a second term, and afterwards to a third. Most members had given some time in the holidays to an exploration of local government at home. Our first meeting was fully occupied in recounting our adventures. Accounts varied considerably, and we learnt a great deal from one another. I had been lucky enough to visit a spirited urban district meeting near London; another member, on the other hand, had, with great difficulty, discovered that the next meeting would not take place for three months. One had been told, more or less, to mind his own business, while others had been greeted with courtesy and helpful information, attended meetings, or even had interesting chats with councillors. We all agreed that, much as our experiences differed, there was ample evidence of an almost universal lack of interest in local government. Even in those places where inquiries had met with the most friendly response, there had also been astonishment, as if so much interest in the subject was not quite normal. Rural district councils were sometimes almost comic in their amazed welcome. One of us was hailed by a very old councillor as the first visitor he could remember. That council meeting took place at ten o'clock on a Wednesday morning, which must have kept membership rather exclusive, as well as discouraged visitors.

After this, we returned to our programme of talks. There was one on the L.C.C. and another on the City of London; the vastness and modernity of the greatest of county councils made a pleasant contrast with the quaint, fairy-tale antiquity of the most spectacular and unchanging of local governments.

Question Time

Then, once more, help came from outside. One evening we had a visit from a friend who was a member not only of an urban district council, but also of the county council. We were flattered to discover that most of what he told us in his preliminary talk we knew already. Then came the real object of the visit—questions. Never before had we learnt so much. The councillor was a broad-minded and enterprising man who had had to fight for his place on both councils. We questioned him about his own election and about elections generally: how many people voted; how much did it cost the candidate; did he himself believe in war-time elections, in payment of council members, in municipal trading? We opened our eyes rather wide when we heard a shopkeeper condemning private enterprise and supporting with enthusiasm municipal trading of all kinds. This was our most exciting evening. For the first time we could put our ideas to the test and get them confirmed or corrected. We discovered our hopeless ignorance of the committee system, but many of our conclusions seemed to be well founded. The councillor assured us that he had enjoyed the evening; we certainly had.

In every discussion group or study circle there should be one member with unlimited time and inexhaustible enthusiasm; he should be determined, confident, irrepressible, thick-skinned, perhaps, and a great writer of letters. We were fortunate in one of our members. In reply to his letters, planning experts heaped plans and charts upon him, lending him precious documents and offering generous help of every kind.

From this source came the inspiring reports drawn up for the Dorset county council. Hitherto we had tended to think poorly of county councils; we thought of them as slow, cumbersome, and almost beyond the reach of any but the "leisured classes," dominated by a handful of noble landowners whose interests were most unlikely to be on the side of progress. Once more we had to retract. Here was a county council great enough and wise enough to carry out, through its planning officer, a complete analysis of the county, town by town, and village by village, considering what each was and what it might become, forgetting nothing, admitting to faults, and yet determined to preserve what was good, planning not only new industries and new houses but also new water supplies and drains and sewage, happy to provide for holiday-makers of all types and tastes and incomes, convinced that a town should be a town, and a village a village, and not that both should merge in a common suburbia. They were not content to consider the interests of Dorset only, but ready to consult neighbouring towns and adjacent counties. The unique charm and character of one English county at least will be preserved by a county council proud of the possession of Milton Abbas and Blandford, and yet not too proud to condemn the primitive sanitation of many of its villages. We found ourselves hoping that all English counties were facing their post-war tasks in a similar spirit.

Views on the Future

Such discoveries are the chief joy of study groups like ours. Another was NALGO. The name and address were unearthed from a National Book Council bibliography. Inquiries led to a parcel of interesting books and pamphlets and a letter crammed with useful suggestions.

It may seem that we have been too busy collecting facts and absorbing ideas about the existing state of local government to give much thought to the future. But we did not shirk the question of reform and reconstruction altogether. We decided that the travelling expenses of county councillors at least should be paid. We were in favour of some form of regionalism. In spite of the indignant letters in the press from local authorities all over the country, we felt that there must be some power less remote than Whitehall, less narrow than borough or county, able to override these when their independent interests clashed with the interests of a whole region.

On the whole, however, we have been content to learn and we have learnt a great deal. We have discovered NALGO; from Dorset we have learnt what a county plan should be; we have seen how enthusiastic and devoted some councillors can be, and how dull and unprogressive others are. Above all, we have learnt how little most men and women do to deserve the best or prevent the worst.

If, as a result of our studies, we recorded one conclusion, it would be this: a living democracy needs, more than anything else, a vigorous and healthy local government in which all citizens feel bound to take an active part. In England we have never lacked critics to tell the War Office what it ought to do or the Prime Minister what he ought not to have done, but we need many more who know what their own local council is doing. More things than charity begin at home.

Future Citizens of Camberwell

By Hazel Shepherd

A VISITOR from Mars would surely think the English the queerest race on Earth. He would see us fighting and dying for democracy; praises of self-government would sail him from every newspaper and radio. Yet, as he moved among the people, he would find few indeed who knew anything of the machinery of their vaunted democracy, and still fewer who exercised the right it gives them to govern themselves.

The lack of interest in popular government reflected in a vote of only 35 per cent of the electorate at the last municipal election—has been worrying Mr. J. H. Round, mayor of Camberwell. Mr. Round is a tall, kindly man, the father of four children, who speaks in a quiet voice. "I feel," he told me the other day, "that the greatest hope for local government is to interest the coming generation." Many of us feel the same. But for Mr. Round, recognition of a need means action to meet it. So, for the past year, he has been receiving parties of Camberwell schoolchildren, 20 at a time, at the Town Hall, and telling them how their lives are affected by what goes on there.

The children are from 12 to 17 years old. They are the sons and daughters of dockers, engineers' fitters, transport workers, and factory hands. They come from elementary, central, and secondary schools, and from clubs attached to churches and University settlements. Boys and girls come in equal numbers.

I went down the other evening to attend one of Mr. Round's monthly meetings. Some of the children were a little late. They had been on newspaper rounds. All were pupils of the Dog Kennel Hill Boys' School. They sat rather shyly in a circle in the Mayor's Parlour.

The mayor, whose talks are impromptu, first described the difference between local and central government. He spoke about London and the L.C.C. He told the children how councillors are elected, and took them on an imaginary walk street by street through the borough, describing the work of the local authority. He explained committees, and how rates are raised and spent.

"If a man in Camberwell shares a house with a rateable value of £20," he said, "this is what we charge him each week for our services. For the collection of household refuse —1½d. *You* would want 2d. for carrying a dustbin just a little way, wouldn't you? Well, for 1½d. we take away your rubbish, ship it down the canal, and dump it on a marsh down the river.

"Cleaning of streets would cost this man one-third of a penny a week. Sewers and drains—that includes all your bath and washing up water—1½d. Your Dad wouldn't like to clean out an earth closet on Saturday afternoons, would he, instead of going to a football match?

"Libraries cost him ½d. a week. For this, a family of five could have ten books out at once. Civil Defence—wardens, ambulances, gas masks, rescue parties—cost him 2d.

"Education costs him 6½d., however many children he may have. The Fire Service costs him ¾d., and parks and open spaces even less than that.

"I want you to remember," Mr. Round declared, "that we are here to help people live clean, decent lives, and to do this as fairly as possible. We don't put the rates up unless it's really necessary. After all *we* have to pay them, too."

When Mr. Round had spoken for 40 minutes, the children asked questions: why were there different kinds of lighting in adjoining streets; why do burial charges vary; do you have to apply to Parliament before you build a house?

All were answered carefully, and the children were invited to send more questions by post. Children in Camberwell are proud to receive letters from their mayor; and many do.

Next came the council meeting. The boys sat in the gallery overlooking an oak-panelled hall. The civic arms gleamed above the mayor's table. A mace bearer, followed by the town clerk in wig and gown and the mayor, wearing his golden chain, advanced over a crimson carpet. The children loved the bright colours. Perhaps it is what they will remember best.

Except the town-hall lift! That was the star turn of the evening. The boys clustered about its rails, longingly fingered its buttons, and hoped that it would stick half-way, so that they could be rescued. It didn't. They saw the rooms where the rates were paid, the town clerk's office, the architects' and finance departments. And they went home, a little wiser.

But why do we have to leave it at this—good as it is? Children who crowd round a lift would find the fire-engines, the gasworks, the electricity station, the refuse disposal depot, more enthralling still. Could we not show them the inside of their town—the sewers and mains, the clinics and hospitals, the police stations and laboratories—and how it works and lives?

Mr. Round has made a good start. He is the first mayor in the London area to give talks like this to boys and girls. But the success of his enterprise shows how much more could be done. If the children could *see* local government at work, they would remember it long after words had been forgotten.

If we are going to win the peace—a democratic peace—it's worth thinking about.

We Must Teach the Teacher First!

J. S. FEATHERSTON, engineer and surveyor of Hinckley, U.D.C., here describes a chastening experience in civic education — from which he draws the moral that before we can hope to reach the child we must first educate the teacher.

"*Most branches considered that civic education should hold an important place in school curricula, some urging that it should be compulsory.*"

THIS quotation from a summary of the views of NALGO branches on local government reconstruction, which appeared in LOCAL GOVERNMENT SERVICE some months ago, provides what is almost the theme song of reconstructors. It is the one point upon which all are agreed, however much they may differ on regionalism, government control, local autonomy, and other disputed problems. But before we start deluding ourselves that once we have agreed on the desirability of civic education we have as good as secured it, let me tell of my own experience.

Classes of evacuated children in charge of a teacher presented themselves at the various municipal undertakings and asked permission to look round. Thinking that this was an excellent sign, though surprised that I had not previously been approached about the visits, I went to see the headmaster and told him how anxious I was to help him.

As a result of this meeting, I arranged to take a class of the older scholars, give them a talk and show them round the office. From 16 to 20 youths were expected, and I arranged seats in my office for that number. I devoted much thought to the meeting and went to a great deal of trouble to find out something about the administration in the town from which they came, so that I could point out how it compared with or differed from that of the town of their adoption.

In my drawing office we prepared an exhibition with type drawings of as many different kinds of work as could be found. My junior assistants were instructed to set up in the yard all the theodolites, levels, and surveying instruments we possessed, and to give a demonstration of their uses.

Yes, I thought, this should be a red-letter day in the minds of these pupils so anxious to learn about local government!

The day before that appointed, two or three children called at the office and said they had been sent to the lecture. That seemed strange, but no doubt was a little mistake, and, pleased to think that they were so anxious to come to the meeting, I good-humouredly told them that they were a day too soon.

Judge my disappointment, however, when, next day four nice girls arrived (without any master) and said they did not know whether any more were coming or not. Thinking "Where two or three are gathered together," I decided to proceed with my effort to interest this little class. About half way through, and just as I was getting interested myself, three boys arrived and casually informed me that the others had decided to go to the swimming baths!

I relate this experience to emphasise the point that our first job is to convince the headmasters and teachers of the importance of a knowledge of civics. It may be that there are so many new things to be taught in the too-short school life nowadays, that it is difficult to squeeze this additional subject in, and I would not dare to suggest that more good would result by curtailing study of one of the existing subjects to give time for it.

What I think we might do is to support educationalists in their demand for the raising of the school-leaving age coupling with that the suggestion that the greater part of this extended period should be devoted to civics.

We are told that Germany, in a decade, has converted all her youth to be staunch Nazis, altering even their history books to reach this end. If, in so short a time, it has been possible to rear a nation of militarists, surely it should be possible in the same length of time to ensure that every boy and girl leaving school had a desire to live a full and peaceful life, working constantly for the good of the community.

Once beautiful things are recognised, they are desired and then demanded. Reforms will come quickly when public opinion demands them.

A year or two ago, the headmaster of Pannal Ash College, Harrogate, made the the following statement in his speech-day report:

"The history of the last generation has made it too painfully obvious that our besetting sin as individuals, as a nation, and as a civilisation is selfishness: The problem, therefore, arises as to how best to educate the next generation in the truest ideals of public service.

"I, therefore propose to introduce into the middle and upper school the *proper study of civics*. In this way I hope to make clear to every boy passing out of Pannal Ash school how the community is governed and exactly what are his duties towards that community. I aim at making him publicly minded.

"I hope to bring to the school a number of outside lecturers who will all be men in public service. These men will explain their various professions, and show how their work is of real service to the community. In such way I shall hope to encourage our boys to enter such walks of life as serve the community, at the same time that they may provide an adequate living."

If NALGO's Reconstruction Committee could only ensure that every headmaster and teacher had the same convictions as the headmaster of this school, there would surely be no cause to write about the apathy of the electorate nor to demand "New Councils for Old."

Passed to You, Please—Without Red Tape!

A recent circular issued to its staff by the Ministry of Home Security contains so much good advice for local government officers as well as civil servants that we reproduce salient extracts here. Can readers add to, or better, its suggestions?

AFTER a general introduction dealing with the history, functions, and method of work of the Ministry—the sort of information local authorities should supply to their own staffs, about their own work—the circular gives these, among other general hints:

When a new officer enters a Government office he finds himself in an unfamiliar world of files, memoranda, Acts and Orders, and, unless he is fortunate enough to come in during a quiet spell, and to work under a chief who has the time and inclination to guide his early efforts, he is apt to feel out of his depth . . .

Unlike the world outside, the Civil Service does much of its work on paper, and, at first sight, this strikes the newcomer as a slow and cumbrous method of procedure.

The answer is to be found in our Parliamentary system of government. For every act taken by a Government Department a Minister is responsible, and may have to answer in Parliament, perhaps a long time after the event. So that he may do so at short notice and possibly in the absence of the officer who acted for him, there must be a written record of all action taken and the reasons for it . . . evidence that the action has been taken in pursuance of a deliberate policy and not because of some personal preference or whim of the officer concerned. The system has its value but it has also its dangers, and the newcomer must be on his guard lest he become a devotee of red tape. . . . Instructions are guides and not masters, and in all he does he must see that his action is intelligent and justifiable in the circumstances, and not a slavish adherence to precedent and routine.

Read your Papers Carefully.

You are probably the first to see them, and before you suggest what is to be done, you must fully appreciate what is the problem at issue. There is always more than one point of view, and it is dangerous to accept an *ex parte* statement. Collect and check your facts before you come to a conclusion. This takes time, but it will be time well spent. Having surveyed your problem, make up your mind, and having made it up, stick to your view unless it is later proved to be wrong. Don't haver! On vital matters it is essential to get the one right decision, but on a vast range of subjects any decision which can be justified on logical grounds is better than none.

The Official Letter.

Your minute will usually lead to a letter. The object of a letter is either to notify a decision or to set out an argument. In either case it is directed to a person. Put yourself in that person's place and try to visualise the effect of your letter on him. If your letter annoys or affronts him, it will fail in its object, so write it in clear and simple language. Keep your sentences short. Avoid officialese, and, above all, avoid clichés. . . .

Except in the most formal letters, use simple direct language just as you would do if you were speaking to your correspondent. Avoid ambiguity and don't hedge. If something is red, say so, and not: "It appears to be of a somewhat reddish tinge." An ambiguous letter usually indicates an absence of clear thinking. That is bad, but even worse is intentional ambiguity, for that inevitably leads to misunderstandings and friction. At the best it leads to delay and to unnecessary work in answering enquiries, a serious matter in an overworked office, and all Departments nowadays are overworked.

If you have to turn down your correspondent's request, make it as clear as you can *why* you are turning it down. If it is something that your Minister has no legal power to do, say so. On the other hand, if your refusal is a deliberate decision, make that as clear as you can; don't try to mask the responsibility for it. Nothing is more irritating for your correspondent than to be refused and not to know why he is being refused.

Answer letters quickly. Government Departments have an unenviable reputation for delay, and the effect of a prompt answer is immense. Even if a complete answer is impossible, it is better to send an interim reply than to take refuge in complete silence. Most correspondents are reasonable people, and, if they are told why a final decision cannot be given, they will be appeased if not satisfied. The result of silence is a reminder and these create unnecessary work and clog and delay the machine still further.

There is very rarely any good reason for silence, and nearly always something that is worth saying, if you think it out with sufficient frankness and understanding.

Get into the habit of apologising, in your letters, for any delay of more than about a week or for any error made by the Department. That is common courtesy.

You will begin by drafting letters for others to approve, later you will be in the position to approve the drafts of your juniors. Remember there are more ways than one of saying the same thing. Don't alter a draft because it is not phrased as you would phrase it. If it says what is needed and will produce the result intended, approve it. By so doing you will encourage a sense of responsibility in your subordinates. Nothing is so depressing to a junior as the feeling "whatever I write will be altered, so why worry"?

The Semi-Official Letter.

Letters to your opposite numbers in other Departments, or draft letters for the signature of Ministers, need a rather different technique. Avoid even more energetically any kind of stilted phraseology—"I am to," "I have to," and so on. Avoid "on the subject of" and "with reference to"; use "about" and "regarding." Avoid "with reference to" as an opening phrase in this kind of letter; it looks convenient, but when you are not using the form "I am directed" you will almost invariably find yourself floundering in the second half of the sentence with no grammatical means of support. Your best way of opening a semi-official letter is "Thank you for your letter . . ." or "You wrote to me on . . . about . . ." or if you are starting a correspondence and not replying, just say what you are writing about.

The Circular.

A circular is a letter that goes to many hundreds, even thousands, of recipients. Each will read it as if addressed to himself and if there is a possible or even impossible ambiguity of phrase someone will boggle at it. So all that has been said about drafting of letters applies in even greater measure to circulars. Time and trouble are well spent in seeing that they are clear and concise. . . .

Organise Your Work.

Keep your desk tidy. . . . Never grudge the time you spend in keeping your papers in order. Put at its lowest, an occasional interlude of more or less mechanical work on tidying-up will give you time to rest and clear your brain; but in fact your brain will be all the clearer and more methodical in the important things if you are methodical as a matter of habit in little things.

When a fresh pile of papers arrives in your in-tray, glance through the whole pile as soon as you possibly can. Deal with anything that you can dispose of in a moment—for example, if you can see at a glance that you are going to need additional papers on one particular case, send for them straight away. Then sort the other papers out, and give first attention to those with urgent labels attached . . . . Apart from these exceptional papers, deal with all that come in the order in which you receive them.

This sounds simple, but you will find it a great temptation to eat all the cream chocolates and leave the jellies. It is so easy to avoid the snags and to create an illusion of busy-ness by dealing with the easy papers first. The result will soon be an accumulation of snags which will look worse every day. Tackled as they come they will prove less difficult than they threatened to be. Left, they will become a bugbear, and you will gain the reputation of being a bottle-neck.

This is not to say that at all costs a paper must always be minuted at once. It is often wise to "sleep on it" for problems have a habit of solving themselves without conscious thought if they have been thoroughly explored and appreciated. The method has its virtues and its dangers—it must not become "a sleep and a forgetting!"

Relations with the Rest of the Office.

Occasionally among the piles of papers which the messengers deposit in your in-tray you will find something which doesn't seem to be your job. Don't be officious and insist upon dealing with it. You will usually waste time in finding out the answer, and if you give the wrong answer you are not being fair to the person whose job it is.

On the other hand, it is infinitely better to be officious than to adopt the traditional Civil Service attitude which has become crystallised in the phrase "Passed to you, please." Don't pass a paper on until you are quite sure that you are passing it to the right quarter. If you don't know whose job it is, keep on asking in likely places until you find out; don't let the paper go until you have found out; and when you have found out, remember it for next time. An enormous amount of the delay for which Government offices are blamed, particularly the really spectacular examples, is caused by the aimless circulation of papers in which no one will take an interest. Don't ever be guilty of not taking an intelligent interest.

Your own Ideas.

After you have got over the first feeling of unfamiliarity, you will probably be thinking a good deal about your particular job and the way in which it is organised. Could you, coming to it with fresh ideas, organise it in a better way? Have you any suggestions for getting the same results with a smaller expenditure of effort?

In war-time particularly, it is the duty of every member of the staff to see that he or she is fully employed, and if not, to call attention to the fact. You can do this, and you can make any suggestions that may occur to you for staffing economies. . . .

Another way in which you can ventilate your own ideas, and compare them with those of other people, is by joining one of the staff associations. . . .

Relations with the Public.

Perhaps the most fundamental thing of all that you have to remember is that, as a Civil Servant, you are the servant of the public—of the public as a whole and not of any sectional interest. You must be scrupulously fair, and within the limits of your Department's powers you must be as helpful as possible.

GIVE SMALL COMMUNITIES A VOICE

In this constructive criticism of the report of the NALGO Reconstruction Committee, NORMAN F. BROWNING, chief financial officer and deputy clerk, Sheppey R.D.C., submits an alternative plan to give the smaller communities more effective democratic control of local services.

WHILE I congratulate the Reconstruction Committee on producing a report which, besides containing a fine exposition of local government, is, at least in most of its broad principles, fundamentally sound, I should like to draw attention to what I consider are weaknesses of the committee's detailed proposals relating to the government of the mainly rural areas. By these—subsequently referred to as the "smaller communities"—I mean all areas outside the larger urban communities, whether they are today governed by non-county boroughs, or urban or rural councils.

The case of the smaller communities is based on three fundamentals :

(i) Local government is a system of government whereby collective action primarily affecting local communities is organised and directed by those communities through their elected representatives, subjected only to such control as will ensure that the performance, or non-performance, of such activities does not interfere with the greater welfare of the state ;

(ii) The dwellers in the smaller communities should have an equally effective voice in the local government of their areas as have the dwellers in the more highly urbanised parts of the country;

(iii) The standard of the essential services should be uniform throughout the country.

Problem of Local Services

Stated briefly, my major objections to the proposals are :

1. Even though the mainly rural all-purpose authorities proposed by the Committee may not conform to existing county council areas (in practice they probably will), they must inevitably be very similar in size and characteristics to obtain a population of from 100,000–500,000 which, in fact, is the population limit of 37 out of 61 existing county councils. Such areas may be ideal for the administration of those services which—by reason of the fact that they lack a truly local aspect and, subject to safeguards, can be controlled by the enumeration of broad principles—can be kept under democratic control even when operative over large areas. But such areas are far from ideal for other services with a more purely local aspect, which can be democratically controlled only over smaller areas where the peculiar facts are known to the local council. Examples of the latter are pleasure grounds, refuse collection, and the distribution of water, gas, and electricity. An authority consisting of members elected from a large area could never exercise democratic control over these functions. Lack of local knowledge would preclude an active interest by the majority when the peculiar needs of a particular community were considered.

2. The Reconstruction Committee's proposal that the area of the mainly rural all-purpose authority should be divided among two different types of minor authority is repugnant, since it perpetuates, and greatly accentuates, the present unsatisfactory distinction between urban and rural districts.

3. The Committee's proposals would place power in the hands of the officials of the all-purpose authority, to the detriment of the wishes of the inhabitants of the smaller areas as expressed by their elected representatives. District councils in relation to the all-purpose authority would be in a similar position to local hospital committees, local education committees, and guardians' committees in relation to county councils today. None of these provide truly effective democratic control.

4. Has the experience of the government of small communities been such that the public considers that county councils are so perfect as to need no supervision, whereas county districts are so imperfect that they need much supervision ? Rather is the opposite the fact. The general feeling is that, whereas the smaller authority is responsive to public opinion, certainly on any important issue, the larger is almost completely irresponsive. Where, then, is the case for control of district councils by the, possibly, more efficient but less democratic all-purpose authority ? The aim of local government is to give the people what they want—not what some superior authority or official thinks they ought to have.

I conclude this destructive criticism with the suggestion that, in its desire to produce a uniform system of government for the whole country, the Reconstruction Committee has minimised the peculiar problems of local government within the smaller communities. In these the problems are largely those of space, whereas in the urban communities the problems are those of density ; and it by no means follows that a system which is ideal for one is equally ideal for the other. In fact, I consider that each needs its own system. The Committee, by distinguishing between mainly urban and mainly rural all-purpose authorities, has gone far towards admitting this conception ; but instead of producing a system to fit the country, it has tried to fit the country to the system.

A Two-Tier System

In substitution for the Committee's proposals, I should recommend a two-tier system—of provincial councils to administer those services which can be effectively administered only over a wide area with large resources, and district councils to administer those services which can be democratically controlled only by a truly local administration, and where the smaller unit is not uneconomic.

Without laying down any hard and fast rules, guiding principles to be observed in forming the areas of the district councils would be :

(i) A large degree of community of interest throughout the area ;

(ii) An area sufficiently limited to allow each councillor to have a good working knowledge of the needs and requirements of most of the district, so that when any matter is under discussion at least a majority of the council are cognisant with the problems and local public opinion;

(iii) An area sufficiently compact to enable a working man to attend evening meetings (no exact figure can be laid down, but it is unlikely that any area whose furthest boundaries are more than fifteen miles distant would fulfil these two requirements) ; and

(iv) Within the above considerations, a population and resources as large as practicable.

The functions of the district councils would have to be the subject of detailed inquiry, but, with the exception of education, hospitals, and police, I do not visualise that they would differ to any extent from those of existing non-county borough councils. They should, however, include the distribution of water, gas, and electricity.

The principles to be followed in forming the provincial councils would be :

(i) An area, population, and resources sufficient to set up economic units for the administration of the principal services ;

(ii) An area sufficiently cohesive to allow democratic representation and control without imposing undue travelling strain on members ; and

(iii) Community of interest and need in respect of the services administered.

In practice, it is likely that the larger counties would provide suitable administrative areas after the urban all-purpose authorities had been detached. Again, the functions to be allocated would have to be subject to inquiry, but I suggest that functions at present not performed by county councils, but which would be suitable for provincial councils, are : all isolation hospitals ; the production and main distribution to the district councils of water, gas, and electricity ; and land drainage.

Response to Public Opinion

I do not suggest that the two types of authorities should form two completely separate groupings, for it is both necessary and desirable that there should be the greatest possible cohesion. To achieve this, each provincial council would be responsible to the central government for ensuring that the district councils within its area reach the national minimum for essential services, and would have the right to bring to the notice of the appropriate Minister any district council whose services were deficient and which had not remedied the defect on representation. But the cohesion would not be attained solely by a unilateral control. The great weakness of any authority administering a large area is its lack of response to public opinion, especially in matters affecting only part of its area. To avoid this defect, each district council would be given powers in relation to the provincial council's services operating within its area. These powers would vary between services and would be subject to safeguard. Services like hospitals and schools would be subject to the supervision of the district council or, where more than one district council is concerned, of a joint committee of those councils. In the event of a dispute arising between the provincial council and a district council exercising its right of supervision, the latter would be empowered to appeal to the appropriate Minister. In respect of services not suitable for such control, e.g. main roads, there would be a right to make representations and appeals. These powers should not in any sense take the form of delegation, but should be a definite form of control.

The question of finance, since it is the root of so much difficulty in the administration of the sparsely-populated areas, cannot be entirely ignored. Some method will have to be found to compensate for the larger costs within the smaller communities of such services as the distribution of water, gas, and electricity, sewerage, and roads. These are partly, but by no means wholly, offset by savings on the various urban amenities. One method suggested is a fresh weighting of an augmented general exchequer grant.

These notes have, of necessity, had to be no more than a sketchy outline, but I feel that they form a basis on which could be built a system of government which the dweller in the smaller community could understand, in which he could have confidence because he would know that his voice would be heard and hearkened to, and in which he could actively participate, and not be a poor relation patronisingly provided for by the urban dweller. It would be truly democratic local government for the smaller community.

ANSWERING YOU

NALGO "Brains Trust" Tackles More Questions

Should subscriptions be raised, and why? Are small branches neglected? Could non-members be excluded from NALGO-won benefits? Are local government salaries disproportionately low? These are the questions answered by the "Brains Trust" this month. Have you sent in your query yet?

"Give Us the Tools . . ."

1. Conference is to discuss again whether NALGO subscriptions should be increased. What is the view of the Brains Trust on this proposal and, if it favours the increase, how does it suggest the Association could spend the extra income to the benefit of its members?—"Economist," Manchester.

MR. ALLEN.—This is where I enjoy myself—so let me get in first before my colleagues steal my thunder! I am 100 per cent in favour of increased subscriptions for the purpose, if for no other, of securing improved service conditions for our members—in other words, to give better service, on the basis that you cannot expect a first-class journey on a third-class ticket.

As to how we shall spend the increased subscription—why, we have already made a start by appointing a woman organiser and additional temporary organisers, all in anticipation that Conference will do the necessary. Our bread-and-butter policy demands ever-improving organisation—we want yet more and more full-time organisers. Conference itself demands this development and we cannot much longer be denied the cash with which to furnish it. To copy the well-known phrase of our Prime Minister, it is now up to members to "give us the tools and we will finish the job."

MR. HARROD.—I agree, emphatically. If we are to carry out an intensive campaign for adequate national scales of salary and conditions of service, subscriptions must be raised to provide the necessary "ammunition."

The most urgent need today is for more paid organisers so that every branch and every member can feel that there is a full-time officer of the Association within reach and with the time to give immediate attention to local needs. No other major trade union works with such a slender full-time staff or such a small subscription.

MR. NORTON.—Hear hear! I want a full-time officer in every small area where the population is sufficient to warrant it.

The cost of such an officer, with a clerical assistant and expenses, might be anything up to £800, perhaps a bit more. At £800, with one officer to every 8,000 members, it would mean 2d. per month per member. My twopence is ready any time.

MR. METCALFE.—I fully support that. There is no doubt that the paid staff of the Association is today grossly overworked and, I think, underpaid. They have done well by NALGO and they deserve well of us.

We also need more money to develop Whitleyism—soon to be considerably accelerated if my ear and the ground are reliable media. A central register of members is a real want, long overdue. The legal defence policy propounded at Conference 1942 as a general benefit contingent upon increased subscriptions was, and is, a grand idea. It alone justified a measurable increase in subscriptions.

MR. WARREN.—I, too, feel that subscriptions must be increased—and not for service conditions work only, though I fully agree with the rest of you on that. We shall have to spend more, too, on public relations and publications. The service is now realising what a great deal our public relations policy has done, in the comparatively short time since it was inaugurated, to achieve a better understanding of the importance of local government, and a higher appreciation of the local government officer's job and of the officer himself. The low salaries paid to many officers today are ultimately traceable to lack of such understanding and appreciation and to the conscious denigration of local government, which we must counteract by the varied instruments of our public relations policy. The measure of improvement and advance which is possible in service conditions is in the last analysis conditioned by public estimation of the importance of local government and the way in which it is carried out.

For its ninth session, the "Brains Trust" consists th's month of:

- **F. H. HARROD, Director of Education at Coventry, and Chairman of the National Executive Council.**
- **H. ALLEN, Senior Clerk, Treasurer's Department, West Riding C.C.; and Chairman of the Service Conditions and Organisation Committee.**
- **F. H. HARROLD, Town Clerk of Hampstead; Hon. Solicitor for England, and Chairman of the Law and Parliamentary Committee.**
- **J. H. WARREN, Town Clerk, Slough; Chairman of the Public Relations Committee and the Reconstruction Committee.**
- **H. NORTON, Assistant Claims Superintendent, Transport Department, Sheffield; Chairman of the Sheffield branch, and a member of Yorkshire District Committee.**
- **T. J. METCALFE, Inspector of Weights and Measures, Smethwick; and Secretary of the Smethwick branch.**
- **M. J. MILES, Education Department, Coventry; and Editor of "Camera Principis," the Coventry branch magazine.**
- **Miss M. HOWIE, Transport Department, Glasgow, and a member of the Executive Committee of the Glasgow branch.**
- **J. SIMONDS, Acting General Secretary of NALGO.**

Questions for the "Brains Trust" should be sent to the Editor, LOCAL GOVERNMENT SERVICE, 27, Abingdon Street, Westminster, London, S.W.1.

These broad considerations have their bearing on our publications. A Journal such as ours has to fulfil many functions, but in recent years we have tried to give it the wider appeal which subserves our public relations policy by the inclusion of leaders and articles which contribute to the understanding and improvement of local government—both outside and inside the service. There is no doubt of our great success; the Journal is an organ whose contents are noted in all sorts of responsible and influential circles and in all corners of local government. When present restrictions pass, it would be a crime not to furnish the means of realising all its potentialities by converting it into a weekly publication or, alternatively, of establishing a separate weekly of still wider and more powerful appeal.

Nor must we forget the value of press releases, films, exhibitions and pamphlets, etc. Branches themselves were beginning to discover the value of these before the war, and they will certainly demand a development of this kind of activity as soon as the war is over.

MR. MILES.—Well—though I quite agree that subscriptions must be raised and would myself be prepared to pay up now, yet I cannot feel that it would be good tactics to do so until times are more normal and we can see around the corner a little. Such a proposal would not be popular at any time, but I fear that if Conference adopts it this year the result would be a decrease and not an increase in total income. Those of us who live in manufacturing towns know what it is to measure our incomes, even with cost-of-living bonuses, against those of war workers, and I do not suppose that the problem is very different in other parts of the country.

MR. METCALFE.—You won't make me believe, Miles, that NALGO members, badly paid as some of them are, cannot afford 4d. a week—which is more than two-thirds of them are paying now—especially when the little extra will bring in such substantial dividends. In my view, the apathy of which we complain in NALGO largely results from the fact that membership is too cheap. If we paid more for the rights and privileges of membership, we should expect more. If you expect more, you become more militant-minded, and are likely to stimulate the Association to still higher endeavour. There is more than a grain of truth in the hackneyed expression "dirt cheap." The plain fact today is that subscriptions *must* go up or NALGO's activities and development will be hampered.

MR. SIMONDS.—Frankly, the pseudonym makes me suspicious, and reminds me of that councillor we all know who insists on "keeping down the rates" regardless of the effect on the social services. A sound economist will spend any sum of money provided he gets adequate return for it. That is NALGO's position. There certainly is today a general demand for more organisers. The benefits of personal contact with branches, of deputations by paid organisers to local authorities, and so on, are obvious. In some areas, other unions have a considerable number of organisers covering quite a small area, and in such areas the need for additional NALGO staff is clear. Then there is today a big field of recruitment among nurses' staffs. To bring them in is too big a job to ask honorary officers to undertake without assistance of full-time officers. These things, and legal assistance to members, are essential, but they cost money. Don't let us stagnate—let our progress continue. I am convinced that members *want* progress and are willing to pay for it.

MISS HOWIE.—It is gratifying to find that (including Miles), we are unanimous on the need for higher subscriptions and the good uses to which the income could be put. But nobody has mentioned post-war reorganisation—we shall need the money for that, as well.

Small Branches Unrepresented?

2. Does NALGO look after the interests of small branches as well as it does those of large branches? Today, as an analysis of the list in the Annual Report will show, the five per cent of branches with over 500 members are represented by 47 out of the 56 members on the N.E.C., whereas the 60 per cent of branches with fewer than 100 members have only four representatives on the N.E.C.—a natural result of the present system of election. Does the Brains Trust think this is fair, and, if not, can it suggest how the small branches can be more adequately represented?—"Minority," Scotland.

MR. ALLEN.—This question is meaningless, at any rate so far as service conditions and the interests of members are concerned. Whitley Council recommendations apply equally to our members irrespective of the size of the branch or the authority for which they work. Does it matter whether the members of the N.E.C. come from large or small authorities? What has size of branch to do with ability to serve? Naturally, the preponderance of votes rests where members are "thickest on the ground," in the larger branches, but, after all, it is the work a member does for the Association in his branch and his district which makes him known amongst the district members.

MR. MILES.—Certainly. If an officer from a small branch makes a name for himself he

I have the same consideration as the member
m the big branch. I object to labelling a
adidate "County Council," "County
rough" or "Urban District."

MR. ALLEN.—I, too, sincerely hope the
ncil will never be elected on a "classes
authority" basis—that would be fatal so
as service conditions are concerned. Perhaps
nay appear a little conceited—but I do not
l so—if I suggest that the cream will always
ne to the top, and so long as districts elect
men they consider to be their best repre-
tatives we shall not go far wrong.

MR. NORTON.—As a matter of fact, the
sociation probably looks after the interests
members of small branches better than it
es those of large ones, because large ones to
considerable extent manage their own affairs
d do their own donkey work, calling only
ely for help from the National Association.
If the questioner really means, does
A L G O adopt the viewpoint of the large
anches rather than the small ones on matters
policy, I dare say he is right.

I hope members of the small branches won't
annoyed, but I believe the real reason why
few of their members get on the N.E.C. is
at N A L G O work in a big branch gives
ore experience of service problems and
gotiation, with the result that officers of such
anches naturally develop their abilities more
an their counterparts in small branches.
nd there is a natural tendency for the ablest
en in local government to gravitate to the big
thorities because the higher salaries are only
ttainable there. So the constitution of the
.E.C. may be due only to the unerring
stinct of our members for the best men!

MR. METCALFE.—Frankly, I don't care
hether the N.E.C. member comes from
lasgow or Glossop, so long as he has the
ght qualifications and spirit.

MR. SIMONDS.—There is, I think, ample
idence that N A L G O has done as much
r the members of small branches as for the
embers of the large ones. It is interesting
note that complaints are sometimes received
om the larger branches that they get
othing out of Whiteleyism and that their work
n its behalf benefits the smaller branches.

Just Non-Members Share Benefit?

9. At present non-members of N A L G O benefit equally with members from the improvements obtained by the Association in the eld of salaries and service conditions. Would not be of benefit to the Association and to its members were such officers to be excluded from articipation in these improvements?—Stanley Prescott, Leigh.

MR. NORTON.—This is another instance where good case which can be made out in particular ircumstances is misused to justify inroads nto a vital principle.

Of course, it is wrong that some should reap what others sow. The only way to prevent hat is to compel every officer to join N A L G O. But whether to force unwilling nd selfish officers into the Association would trengthen it or benefit existing members is a noot point.

In any case, I oppose it on general principles. The great danger of the future is that all our personal freedom will be taken away, every little inroad being logically sound on the score hat it is for the general good. If we are to avoid Fascism we must be jealous of our right to do as we like with our lives, in small things as in large. Holding those views, I couldn't support an effort to compel others to join N A L G O, even by an indirect method, just because I thought they should.

The solution is to make N A L G O so obviously worth joining that only the cranks will stay outside. We shan't want them, anyway.

MR. SIMONDS.—I like to feel that local government officers join N A L G O not so much for what they get out of it as from a firm conviction of the desirability of all officers being members of a national organisation. Propaganda amongst non-members should convince them of the futility of fighting a lone battle and that improvements in service conditions can be achieved only by concerted effort.

MR. METCALFE.—Whatever we thought desirable it would, in fact, be impracticable to exclude non-members from participation in any general improvement of salary and service conditions. Nor would it be feasible for us to operate the "closed shop" practice of most other trades unions. But we can and should see to it that all officers who can properly be admitted to membership are stimulated, on every possible occasion and by all legitimate means, to join N A L G O.

MR. SIMONDS.—Yes, a policy of peaceful penetration amongst non-members will pay the Association better than a policy of coercion.

MR. HARROD.—I agree with Metcalfe that there is no practical means of excluding non-members from benefits, nor, were it possible, would it be of any advantage to the Association to do so. If any municipal officer is so lacking in "esprit de corps" that he can stand aside and let others fight for benefits in which he will share, one can only deplore such meanness of spirit and leave it to the officer's own conscience.

MISS HOWIE.—I support that. The best way to win over the "outsiders" is to show them, by example, not only that it is their duty to come inside, since they reap the harvest sown by members, but that by so doing they will help make the Association still stronger, and the harvest, therefore, more fruitful.

MR. ALLEN.—We all know the officers who will have nothing to do with N A L G O—but I have yet to hear of one who refuses to accept bonus, increased scales, or improved service conditions because N A L G O won them. These people look the scroungers they are, and the question master would not publish my description of them! The way to eliminate them is for local authorities, in their own interest, to refuse to employ them—but I fear we are far from this ideal. In the meantime, we must all increase our recruiting activities. Only today, a member of the staff of my own authority, who resigned some years ago because he had "got all he could out of N A L G O," had the audacity to ask me what we were going to do about a proposal to extend office hours—again, the question master would censor my reply!

A Salary Comparison

4. Can the Brains Trust explain why, whereas the average bank clerk aged 32-5 earns approximately £350 a year, the average local government officer at the same age earns approximately £250 to £300? Is the local government officer less able or less well qualified than the bank clerk? If not, what can we do about it?—"Interested" (R.A.F.).

MR. HARROD.—If the figures given are true, the explanation would appear to be that the range of duties for bank employees is less wide than in the local government service and there are fewer purely routine clerical duties in proportion to the staff as a whole. Local government officers are not less qualified or less able than clerks, but promotion to work of greater responsibility and initiative is perhaps slower in the municipal service.

MISS HOWIE.—I agree that the local government officer is not less able than the bank clerk—but he may be less highly qualified. Isn't this the old controversy of specialist v. layman—reflected in the commercial world by the higher value attached to the professional than to the clerical worker?

MR. METCALFE.—Surely the questioner is generalising from one or two instances within his knowledge? What is the "average" bank clerk and the "average" local government officer? There ain't no sich animiles!

Assuming that neither has special professional qualifications, the difference in salary, if there is one, may be due to a more rigid observance by the banks of minimum educational standards on entry, to employment by a profit-earning concern, or to the fact that banking interests are more keenly aware that a man is entitled to marry before 32-35 on a salary which will subdue temptation—I don't know. I do consider, however, that there is still scope for improvement of local government salaries, despite the considerable progress made during the past twenty-five years. What we can do about it is to encourage insistence on high educational standards on entry to the service, every opportunity for post-entry training and qualification, promotion within the service according to merit, and—note the sequence—national minimum scales of salaries negotiated through the Whitley machine and applied generally to all officers.

MR. NORTON.—Why pick on the bank clerk, anyway? The questions ought to be, "Why don't we get more money?" and "How can we get it?"

The answers to the first part are that we are paid from public funds, and therefore public opinion is naturally against increasing the amount the public must pay us; second, that we have not yet achieved satisfactory negotiating machinery; third, that we have too many people in the service who are content with a small salary so long as they have a job without responsibility but with security.

The answer to the second question naturally follows. We can get it by establishing national minima which will take the local government officers' salary out of the immediate control of the local ratepayers—who, as interested parties, cannot possibly judge our worth fairly.

MR. SIMONDS.—I echo Norton's words, "Why pick on the bank clerk?" Comparison of salary scales in different jobs is not always satisfactory—the historical background of the salaries or wages in any profession or vocation must be taken into account. Why are there such differences in the pay of, say, miners and railwaymen, film stars and Cabinet Ministers? Do these differences in pay represent equivalent differences inability and qualification? To compare the "average" bank clerk with the "average" local government officer does not give a true picture; a comparison at each stage of a man's career gives a better indication of general standards.

MR. ALLEN.—The bank clerk is also fortunate in working in an "isolated" profession and his employers are occupied in the main in the profession itself, therefore it is much easier to relate salaries to the value of the job than it is in local government, where our employers are drawn from all walks of life. In assessing salaries for the local government officer they think, perhaps not unnaturally, of their own businesses, their own jobs, and have not the intimate knowledge of local government administration which would enable them to see all our demands are extremely reasonable.

MR. MILES.—It is always possible for private enterprise to pay high wages—and low ones. It would be possible to quote both against our own. I do not know much about the work of bank clerks, but I am prepared to believe that *some* local government officers are less able and less qualified—that is, those in the more routine jobs. Those who wish to improve their positions have usually studied long before the age of 32 and will have qualified for higher salaries and responsibilities. And an average of £250–£300 is surely not a bad salary for routine jobs. Is it not true that bank clerks have a ceiling at about £350, whereas even in local government the ceiling for the qualified man can be at least £600, excluding chief officers? The answer, "Interested" is in ourselves, and not in our stars.

A CITIZENS' SERVICE—FOR PEACE

Local government officers have a tremendous opportunity after the war, not only in developing their own service, but in organising and adapting the many voluntary organisations which have arisen during the war for the constructive tasks of peace—such is the theme of this challenging article by Mr. Leonard Brown, a Manchester insurance company manager keenly interested in social service. It is based upon a talk he gave at a recent weekend school organised by the North Western area education committee.

AS each day of war brings peace nearer, good citizens are asking what the post-war world will be like and how best they can serve it. Is it necessary that they should? Would it not be better to leave the citizen to his own devices, rather than to plan schemes for harnessing his energies? To that the lesson of the last war gives an emphatic negative. Most of us remember how the profound relief when the conflict ended was translated into a desire for luxury, idleness, and hedonism. That must not happen again—for the apathy and indifference of citizens between 1918 and 1939 was one of the main reasons why we are at war to-day.

Assuming, then, agreement on the need for increased citizen service after the war, how are we to plan it?

A first essential is to appreciate the importance of political influences. This derives from the growing interest among citizens in the principles of government. For example, we can no longer expect our claim to be a democracy to be accepted without question. It is becoming increasingly clear to the ordinary citizen that our democracy is largely a myth. The devilish dealings of international armament rings; the evils of monopoly capitalist combines; the grim paradox of poverty amidst plenty, are being more widely recognised. Many citizens are disturbed and restless—a symptom of coming changes. So, in the political sphere, we have a cautionary tale for all who think they can legislate for post-war service on the basis of the *status quo*.

Spiritual Basis Essential

Equally essential is the religious influence. I am persuaded that, without a religious or spiritual basis, no movement can hope to endure. In other words, we must begin our planning in the world of the spirit, for it is only thus that we can hope to break down national and class barriers and build up true world brotherhood. True religion has no place for unbalanced emotionalism, fanatical patriotism, the elevation of one class at the expense of another, or—to bring the matter within the province of this paper—the triumphant success of one town at the expense of another. It is no coincidence that when St. John saw the vision of the New Jerusalem, he recorded that the length, the breadth, and the height of the Holy City are equal. It is a balanced city. Our cities are painfully slow in learning the need for balance; behind the facade of the High Street is the squalor of the slum; we plan with narrow minds, for immediate prosperity and not posterity; we love rateable value more than spiritual value. And then we wonder why there is discontent and misery among citizens.

This leads me to the position of the local government officer. As an ordinary citizen, I am critical of local government officers as a class. They lead monastic lives and seem out of touch with many of the citizen's problems. The Town Hall appears often to be divorced from the life of the common people. And it is when the citizen learns something of the hierarchy which rules many Town Halls that he is concerned about any talk of wider State control—even though such control may be for his benefit. Too many Town Halls suggest the headquarters of some esoteric society, with the atmosphere, not of vigorous participation in the life of the district, but of a sepulchre. Many young local government officers, it seems to me, succumb to this moribund air, lose such adventurous and progressive spirit as they possessed, and begin to crave for security. A safe job and a pension becomes their primary aim in life.

Local government officers are the link between Central Government and the people, and if this link is to fulfil its purpose it must express itself with a new vision and in fields not yet fully explored. It is on the shoulders of local government that the common man can be helped to see the vision of the new world. Although you will have many discouragements, you must guide your citizen as well as serve him—and you must really serve in the fullest sense of the word.

How is the future service of the citizen to be developed, and how, in particular, can we project the present Civil Defence organisations into the days of peace? Many of these services will be at their highest efficiency when peace comes—a tremendous force of voluntary spirit which might be harnessed to national progress, harmony, and world peace.

First, you must, now, ask the Government what it has in mind for continuing citizen service after the war. Then, I suggest you might try to persuade the Government to project those plans to the citizen. One excellent vehicle would be the film. We have had a spate of films on war problems—telling us how to economise in food and fuel, how to deal with incendiary bombs and invasion, and so on. Why not films dealing with the enduring things of life—showing this country at its best, and at its worst; showing the importance of the civilian in building the new world; showing where the real wealth of a country lies? There should be films on liberty—not in the sabre-rattling manner, but presenting liberty as something which cannot be given by legislation alone, as something that involves responsibility and action.

Then there is the Press. Some newspapers now devote columns to Civil Defence activity; these could be retained and developed to deal with new voluntary movements in a world of peace.

Adapting the Services

There will be much which the existing services could do, adapted to the needs of peace, provided that the interest of their war-time members is retained and each is made to realise his worth to the nation. The training of members of the N.F.S. and Fire Guards, for example, should not be wasted. Even in peace-time, fires make a serious drain on national resources. In addition to undertaking active service in dealing with them, they could play a tremendous part in preventing them, by seeing that regulations are observed. Most of us to-day, when we see a fire regulation being violated, in theatre, cinema, or factory, dismiss it as not our concern. If we were members of the "People's Fire Guard" we should have a personal interest in seeing that regulations were respected.

There will be many problems which the W.V.S.—rechristened, say, "Friends of the People," could tackle after the war. Our guiding principle should be to emphasise the nation's need of women's service. They are peculiarly fitted to deal with many of our social problems—poverty, malnutrition, the falling birth-rate, the care of children, the war against "the Giant Squalor," the extent and horrors of which were so vividly set out in the leading article in LOCAL GOVERNMENT SERVICE last month. We need a real maternity service, good communal feeding facilities, a new and vigorous approach to the evils of poverty and child neglect—and these can only be achieved by the influence of women.

The Wardens, whose work would normally cease with hostilities, might be directed to the leadership and assistance of youth. We can learn many things from the United States, where the parents in many towns have excellent organisations to help their children. The wardens might provide the foundation for better Parents' Associations.

The work of first-aiders is always needed in peace as in war, and it should be easy to inspire them to keep together. The interest of the women in this service could be enlisted to make nursing a more dignified and respected profession. We do not value nurses sufficiently. New fields are opening for them and, in particular, the development of children's day nurseries will call for a devoted army of high-minded women citizens.

It has taken war to teach us that our lives depend upon the land. Soldiers and others brought up in the city and now living close to nature, have been surprised and impressed by the importance of agriculture. After the war many will want to see a better balance between town and country life. Many Land Army girls will want to continue their association with farming and will be willing to enrol as voluntary harvesters. Some cities might even start municipal farms—not so much for their produce as to keep before the citizen the essential worth to the nation of agriculture.

There are other services which could be adapted from war to peace. The need to encourage thrift is obviously closely allied to the Salvage and Savings Movements, and so on. I will leave it to the reader to consider their future himself.

For all these organisations, the Citizen's Advice Bureau might provide a co-ordinating body. It could organise "Community Weeks" in place of the present "Wings for Victory" weeks. These "Weeks" might be the subject of friendly rivalry between towns not in terms of money raised but in their artistic and cultural achievements.

Positive Aims Needed

Because my ideas have been concentrated on established organisations, it must not be thought that our work must be canalised through these channels. Much can be done by local government officers to inspire the citizen who is not attached to any organisation for many are interested, as individuals, in, say, the rehabilitation of soldiers, the preservation of rural England, the need for better education and other elements of national reconstruction.

Service is no more than the expression of our ideas; hence, if we have woolly ideas, our service will be formless. I do not believe in voluntary service *per se*. It must have a clear purpose. Much of the service in this war is directed against the enemy rather than to establish something good. Most of us have "negative" minds; we vote to keep a candidate out rather than to put a candidate in; we are more ready to unite against something than for something. Let us have positive ends—a purpose. The Soviet Union has shown what can be achieved by positive aims. If we can give these aims a spiritual basis, we shall break down the parochial outlook, realise that there are also black, brown, and yellow citizens; understand the real meaning of human equality. Great changes must come in this country, but there need be no revolution. The interests of Capital and Labour can be reconciled. From such a reconciliation can emerge a new society—a classless society without its narrow Marxist meaning. Local government can wield a tremendous influence in building this society, a society with positive ideas and ends, a society that is conscious of its debt to and faith in local government, a society which feels that the inspiration of local government has given it a new zeal to see the coming of the New Jerusalem, not only in "England's green and pleasant land," but throughout the world.

MUCH COWSLIP ON WAR SERVICE PAY

"Dear Jackass"

By Mr Churchill

SETTLEMENT of industrial disputes by expert independent arbitration is so manifestly just that no sensible man questions its value, not only to disputants but to the nation, to prevent differences reaching a state of festering deadlock from which might spread an infection fatal to the war effort. Sensible men recognise also that the whole essence of arbitration, without which it becomes a meaningless farce, is that resultant decisions shall be final and binding on both parties.

Alack-a-day that all men are not sensible, even in Much Cowslip! For some time, those of our staff in the Forces have had their Service pay augmented by the Council in accordance with the award in the Burnley arbitration, based on the settlement reached at Bolton. To us, simple-minded local government officers that we are, the dispute seemed to have been openly and fairly decided, and nothing remained to be said. But to the more devious minds of some members of our Council, influenced no doubt by the persistent eloquence of Mr. Luke Watchitt, chairman of the local Ratepayers' Association, a decision reached by impartial arbitration should be accepted only if their personal contentions have been upheld. Not that they are peculiar in such an attitude; rumbles from Lancashire, not to mention what the communiqués describe as an East Coast port, where one impassioned councillor urged his colleagues to march in a body to gaol rather than accept the award, prove that others think likewise. Unfortunately for the gaiety of nations, the East Anglian councillor's appeal fell on deaf ears, and wiser counsels prevailed. In Much Cowslip we never reached that stage, but quite a small commotion was created, none the less.

The first blow was struck by Councillor McIsaacs, when the annual financial estimates were under review. He drew attention to the item of expenditure incurred in payments to officials on war service, and proposed that they should cease. He was aware of all the circumstances, and also that local authorities in another area had met and discussed measures to end "this iniquitous imposition on the hard-pressed ratepayers." But for these payments, he estimated that Much Cowslip would have been able to reduce its rate precept by 1s. 7½d. this year instead of only 1s. 7½d.

Councillor Gumble seconded. He regarded the Council's staff in the Forces as heroes, and agreed that they should not be financially worse off by serving their country in jeopardy of their lives; by all means let their pay be supplemented, but not by Council funds.

Intervening suavely, the Clerk explained that such an action as Councillor McIsaacs urged would lead to the declaration of a dispute, which would inevitably be decided in favour of the staff according to the Bolton and Burnley precedents. The costs of the hearing would naturally fall upon the Council.

The Chairman of the Council suggested that it seemed rather futile to resist a legally enforceable award. Councillor Torpid, who always supports the chair, said "Hear, hear," in a surprisingly loud voice for such a small man. Mrs. Councillor Gauche said vaguely that it was the least they could do, without making clear what "it" was, and Councillor McIsaacs, apparently conscious of a certain lack of interest, withdrew his motion "for the time being."

Not very alarming, the Clerk and I agreed afterwards, and promptly forgot about it. Actually, it was the cloud no bigger than a man's hand, the straw to show which way the wind was blowing. A fortnight later, posters announced in red, white and blue letters a foot high that a "mass meeting" would take place in the Parish Hall to "register the ratepayers' protest" against the "squandering of public money" in making up the pay of our absent warriors. Councillor McIsaacs would take the chair, Mr. Luke Watchitt would address the meeting, and Mr. Councillor Gumble move a resolution.

Naturally, a meeting of our executive committee was called at once. The Clerk, never more pontifically calm as Chairman than at such moments of crisis, announced that adequate steps would be taken to deal with "these gentlemen who believe in even-handed justice only when they administer it," and the executive committee approved his motion that a special Action Fund be created by a levy of half a crown per member, the proceeds to be administered by the Clerk. Actually, he administered it quite fairly, two-thirds to himself as originator of the idea and one-third to me as branch treasurer. Then he confided his plan of campaign to me.

It was unlikely, he thought, that any check would be made on those present at the mass meeting, to ensure they were all bona-fide Much Cowslip ratepayers. Therefore, we could arrange for reinforcements of local government officers from neighbouring branches to attend. To make assurance doubly sure, pressure must be brought to bear—courteously and in conveniently indirect ways—to persuade as many local ratepayers as possible to attend the meeting and support our point of view, which we certainly intended should be heard.

"The Sanitary Inspector did some useful work . . ."

I wrote at once to every branch within twenty miles, appealing for a contingent from each. I also called into secret conclave our rate collector, our sanitary inspector, and our cleansing superintendent in his capacity as local salvage officer. A few words sufficed to give each his instructions, and they responded with admirable skill and discretion. The rate collector, for example, visited every ratepayer in arrear. After his request for immediate payment had been met by the usual protestations of inability, he broached the subject of the meeting, expressed his firm conviction that Mr. Jones, Mr. Brown, Miss Robinson or whoever he was talking to was not the type of person to be misled into any action against the interests of the staff—which, he pointed out, included himself. He hoped he could count on their presence and support. He himself would be there with, he emphasised, "his eyes and ears wide open."

The sanitary inspector had a smaller clientele but did useful work among property owners by examining drainage systems with a professionally disparaging air, observing that he really ought to condemn them and order replacement at the owner's expense, and thereafter following the same line as the rate collector. The salvage officer first had an inspection made of every dustbin in the district, made a list of all whose bins contained forbidden articles such as bones, paper, metal, rags, or rubber, and visited the culprits to discuss whether he should prosecute. Thereafter, his technique closely followed that of his two colleagues. On studying their final confidential reports I felt we were making good progress.

Neighbouring branches responded so generously to our appeal that, when the fateful evening arrived, Much Cowslip was like Blackpool on a no-travel Bank Holiday. Bands of local government officers singing ribald songs queued outside the Parish Hall trying hard to look like ratepayers—though, on second thoughts, they are ratepayers, aren't they? How many local inhabitants managed to squeeze into the audience I could not estimate, but the rate collector, sanitary inspector, and salvage officer, who stood at the door, lists in hands, ticked off all their contacts as present. I began to feel we had the situation well in hand.

Councillor McIsaacs rose as chairman to make some introductory remarks, but Blatherpatch also rose in the body of the hall, to ask "on a point of order" by whose authority he had assumed that office. Was it not the democratic right of those present to elect their own chairman? A full-throated roar of approval from the audience was followed with bewildering rapidity by the nomination and election of Blatherpatch himself to preside over the meeting. Looking slightly dazed, Councillor McIsaacs retired to the body of the hall and Blatherpatch harangued those present.

Explaining the object of the meeting, he said

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he had every sympathy with those recalcitrant councils who were endeavouring to have the Tribunal Award nullified. For many years they had been in the position of the centurion in relation to their staffs; they said to one man go and he went, and to another come and he jolly well came—at the double. Not that they had been reactionary in exercising their pleasant privilege; they had entered with zest into the game of collective bargaining, shared with other more sincere authorities and with the staffs in establishing machinery for the voluntary settlement of disputes, and often through their representatives had approved the compromise solutions reached. But always they had been comforted and upheld by the knowledge that the power of yea or nay was still indisputably theirs . . . and usually they neighed (laughter). A negotiator was in a strong position if he could ignore a negotiated decision, and naturally they were not disposed to sacrifice that privilege lightly (ironical cheers). One had only to study the history of the war service pay award to see that.

First a thoughtless Parliament placed on the statute book the Local Government Staffs (War Service) Act, authorising authorities to subsidise their staffs on war service. So far as he knew, Parliament never consulted Mr. Councillor McIsaacs (cries of "Shame"). However, as it was a permissive and not a compulsory measure, the Minister confined himself to hoping that authorities would regard it as a "gentleman's agreement." Many of them did so, and the Whitley Councils on which councils and staffs were jointly represented recommended all authorities to do so. Those authorities which were so indignant now made no protest then . . . they didn't mind what was agreed so long as they could ignore the agreement (hisses and catcalls).

Then came the Conditions of Employment and National Arbitration Order, designed to prevent strikes by providing impartial arbitration where negotiation failed. Some local authorities said it didn't apply to their staffs. NALGO asked the House of Lords—who said it did. Thus local government officers were accorded the same right—no more and no less—as any workman had, to ask the Tribunal appointed by the Government to decide on a question in dispute. Naturally, they did so on this question; an award was given; the award was compulsory; and Councillor McIsaacs suddenly became indignant. Had the award been unfavourable to the staff or had it been permissive he rather thought Councillor McIsaacs would have been quite content (laughter). As it was, Councillor McIsaacs considered that Parliament was wrong to pass the Act, that the House of Lords was wrong to apply it to local government officers, and that the National Tribunal was wrong too. No doubt Councillor McIsaacs was right (loud laughter). The real trouble was, of course, that they went to law and lost (prolonged cheering).

He now called on Mr. Luke Watchitt (some groans) to address the meeting.

Mr. Luke Watchitt opened with the phrase "Fellow ratepayers"—which brought our rate collector to his feet with a reminder that until Mr. Watchett paid him the sum of £4 3s. 11d. he could not claim inclusion in that fellowship. Proceeding doggedly, Mr. Watchitt condemned the "underhand machinations" by which the staffs, through their trade union, had "wangled" an award. Blatherpatch at once intervened with a reproof for describing recourse to the public courts as "machinations" and the taking of a tribunal decision as a "wangle." He could not, as chairman, permit such deliberate misstatement. Mr. Watchitt made a helpless gesture and sat down.

Mr. Councillor McIsaacs, who certainly does

(Continued at foot of next column)

AT RANDOM, by "Hyperion"

One advantage of having two wars within the same generation is that you don't make the same mistakes in the same order.

Success

I can say truthfully that during approximately half a century of infesting this planet, I have very seldom indeed been bored and that is as good as any other definition of success in life. —*Richard Aldington.*

Don't You Know Her?

She grimly looked on the bright side of things. With the ferocity of an avenging angel she sought out the good in her fellow men.

—*Somerset Maugham.*

Smith Minor Again

Seneca said: "Know thyself and cut his veins in his bath."

Madame Roland, on being led to the guillotine, was the first to observe: "Liberty, liberty, what crimes are committed in thy name." The probability is that she said it in French.

Superannuation Query

People, as we know, age at very different ages. Some people are born about 65 years old and ready to retire, and some people stay 21 until they are 90.—*Sir William Beveridge.*

(Continued from preceding column)

not lack courage, defiantly urged that a law which took away from councils the right to do as they pleased was not fair to the ratepayers, and that a letter should be sent to the Prime Minister asking him to override Parliament and amend it. He also considered that steps should be taken to overrule the House of Lords, and that the National Arbitration Tribunal should be warned that in future its findings must be acceptable to the local authorities. He sat down to a confused medley of cheers and laughter.

Councillor Gauche rose, sat down, rose again, and with the air of a man not quite certain that he believes himself, suggested that until all employers made up wages to employees serving with the Forces, ratepayers should not be called upon to do so. Otherwise, a privileged class was being created.

Sensing what was going on in his mind, I asked him whether he believed that all good employers should make up wages. He said he did. Did he agree that the State was right, as a good employer, to do so for Civil Servants? He thought he did. He was aware that local government officers in Germany had their pay fully augmented by local authorities there, and would agree that British local government officers ought not to be worse treated. He would also agree that men who could have found much more remunerative employment in industry during the war had remained in local government because, if called up, they expected to receive make-up pay, and that, in such cases, the authority should not break its bargain. Finally, he said that he had changed his mind since hearing Mr. Blatherpatch, and wished to dissociate himself from the original intention of the meeting (loud and prolonged cheering).

Judging the moment opportune, I proposed that "this meeting cordially approves the action of the Much Cowslip Urban District Council in supplementing the war service pay of its officers on war service, and conveys its greeting and congratulations to those officers on their part in the recent military successes achieved." The motion was carried by a large majority and Blatherpatch declared the meeting closed.

I said good-night to Councillor McIsaacs in the most amiable spirit as he passed me on the way out. The inspired eloquence of his reply astonished me. Some people are never satisfied!

Civil Defence

Question: Describe the method of rescue from burning building.

Answer: The method of rescue from a burning building is if in a room you must be careful of your entre having made it be careful to keep near the wall and down on your knees you may be able to take hold of his trousers on the other hand it might be a female well not the trousers please, the best method in either case perhaps would be to cross the hands and tie with his tie, her tie or your tie and kneel on the floor pass your head thro the loop of the arms and draw the person to the door or window not across the room but close to the wall if you get them out into fresh air keep them warm and hope for the best.—"*In and Out*," *Ealing Branch Magazine.*

An Irishman's Politics

"Thank God, the cursed English are beat at last," an Irish gardener was heard to say in the autumn of 1940. "But you don't want the Nazis coming over here, do you?" asked my friend. "Faith," replied the gardener, "but the English Navy won't let 'em."

—*C. E. M. Joad.*

Confession

Doctor (examining patient): "Have you ever been X-rayed?"

Patient: "No, but I've been ultra-violated once or twice."

So Easy

War-time economy is simply doing without a lot of things your grandparents never had.

Secrecy Chart—Government Officials, For the Use Of

Confidential.
Private and Confidential.
Secret.
Very Secret.
Highly Secret.
Most Secret.
Not to be opened at all.

Overheard

"Have you been ill, Mrs. Brown? I haven't seen you since three eggs ago."

Secret of Success

Prejudice is a great time-saver. It enables us to form opinions without wasting time in ascertaining the facts.

Kitchen Front

Add a few drops of turpentine to your morning coffee. You'll be surprised at the difference it makes.

It's the Same the Whole World Over

In order to determine the number of pounds of sugar to be allowed for any period for feeding bees multiply the number of colonies of bees to be fed during the calendar year by 10 and multiply the product by the quotient obtained after dividing the number of weeks during which the bees are fed within the period for which the application is made by the total number of weeks such bees are fed during the full calendar year and that the bees are fed during 5 weeks of the year, 2 of which are in the period for which the application is made, the provisional allowance will be determined as follows:

$$50 \times 10 \times \frac{2}{5} = 200$$

—*From an instruction sheet sent to a state rationing administrator by the U.S. Office of Price Administration.*

And make the little fellers show their ration cards!

BOOKS FOR THE RECONSTRUCTOR

The Past—and Future—of Education

To Whom Do Schools Belong?: by W. O. LESTER SMITH (Basil Blackwell, 190 pp.; 8s. 6d.)

THE story of the development of education in this country, as of so many other things, is one of compromise—compromise between Church and State; between State and community; between community and individual; and between voluntary and State educational bodies.

Such a manner of growth is natural, even essential, among a people whose faith holds firmly to the principle of democracy and the right of the individual to freedom in thought and belief. Few, moreover, would deny that it is preferable to the uncompromising seizure of control of education as seen in Nazi and Fascist countries today, or to the domination of a particular religious creed over developing minds and characters.

This book by Mr. Lester Smith, who is director of education at Manchester, is a scholarly history of educational compromise in the British Isles. More than that, it is a study, based upon long, practical experience and wide reading, of the underlying principles of school government, valuable in its bearing on the educational problems of the future, and particularly apposite now that a new Education Bill is said to be in the making.

The educationist will find in it a splendid synthesis of the aims and ideas which have been the motive force of centuries of progress, while for the lay reader there are deductions drawn from past tendencies and present ideals, bearing upon problems which have roused much public interest lately.

One of these prominent questions concerns the future of the public schools. Though this issue, as Mr. Lester Smith points out, "must not be allowed to obscure other graver problems of opportunity which directly concern every child in the land," the present focusing of attention upon public schools possesses much political significance, and the problem cannot be shelved or cursorily dismissed.

Various suggestions have been made for breaking down the isolated and privileged position acquired by these schools, and some approximation to equality with other types of education must be achieved. Proposals made "suggest that, with vision, good use can be found for any well-situated, commodious institution unable to survive the shocks of post-war economics," and further: "it is reasonable to expect that sooner or later, if Britain remains a democracy, all schools will come within the range of our governmental system; and it is probable that the main question now to be decided about public schools and similar institutions is at what pace the process of democratisation shall proceed." In these two quotations Mr. Lester Smith does not commit himself far—but the trend of his thoughts on the subject may perhaps be summed up in his comment that the educational problem will "continue to be primarily one of social economics."

Public schools in the past have stood aloof: designed for the sons of the wealthy, they have trained those destined to be leaders of the country, but have made no attempt to bring the chosen boys into contact with those whom it might be their lot to lead. In this they have been guilty of a profound error—but the same fault, in differing degree, is evident throughout our entire educational system. Schools have remained isolated from the community they serve—little worlds of their own, training mind and body, but failing to train children as members of a community, for life in that community. How much of the paucity of adult life can be traced back to this fundamental misconception of the meaning of the word "education"? Upon realisation of the part the community—and especially the home—must play in co-operation with the schools, and of the position the child must be conscious of holding in the communal life of his neighbourhood, depends the future of education as a natural and stable process. "Co-operation with parents," Mr. Lester Smith writes, "is essential if for no other reason than because the alternative is ousting the parents . . . The dangers of that are obvious . . . the danger of weakening the feeling of responsibility which all parents ought to experience, and thus replacing a very stable and certain, if nowadays somewhat inefficient, means of education (the home) by an efficient but easily destroyed means (the school), which, in times of trouble, war, or political unrest, might fail us; and the danger of creating as sole means of education a closely organised institution which might be captured by some propagandist body and used for its own ends. . . . Such collaboration (between school and home) becomes a much more natural and stable process when the school is closely associated with the life of a compact neighbourhood clustered near its gates."

E. D. I.

The Soviet System

The Truth About Soviet Russia, by BEATRICE WEBB (Longmans, Green & Co., 2s. 6d.)

JUST the book for those many N A L G O members who wrote to us, after the publication in LOCAL GOVERNMENT SERVICE, in October, 1941, of the interview with Beatrice Webb based on her new introduction to "Soviet Communism," asking if the Association could arrange for a cheap edition. It contains that remarkable document in full, containing new material and re-dated February, 1942, together with an English version of the Soviet Constitution, a summary of the Rights and Basic Duties of man as laid down in that constitution, and a biographical sketch of "The Webbs," by Bernard Shaw—a tribute to friendship which makes the heart warm. Here is wonderful discussion material for fire-watchers and others. Those who read it will have no excuse for accepting some of the absurdities still current about our Ally. All admirers of Beatrice Webb will be happy that she lived to complete the new edition of "Soviet Communism."

A Reformer in Wales

The Government of Wales, by EDGAR CHAPPELL. (Foyle's Welsh Co., Ltd., 121, Charing Cross Road, W.C.2; 76 pp., 2s.)

A BOOK to put heart into reformers—controversial and revolutionary, but based on sound conclusions and wide experience. (Mr. Chappell is an Alderman of Glamorgan County Council). Declaring bluntly that "Local Government machinery has become obsolete," he suggests that, in Wales, it should be reconstituted by the appointment of a Secretary of State and a National Local Government Authority; two Regional Councils covering respectively the six northern and seven southern counties; and a reconstituted borough system with district committees in rural areas. The whole structure should be built up on newly delineated boundaries based on geographical, sociological and industrial factors, which shall not perpetuate the present arbitrary separation of town and country and shall result in a considerable reduction in the total number of local authorities.

Planning Policy and Machinery

Reconstruction and Town and Country Planning: by SIR GWILYM GIBBON, C.B., C.B.E., D.Sc. (The Architect and Building News; 262 pp.; 15s.)

THIS is an important and timely book. Sir Gwilym Gibbon's long experience in high office at the Ministry of Health—an experience of foremost concern with local government generally and town and country planning in particular—has qualified him to speak with perhaps unique authority on those practical issues of policy and administration which now call urgently for decision. His attitude will not please everyone. There is often an outbreak, and always an undertone, of polemic against extravagant expectations, against the idea that we should plan down to the last detail and control everything, and against the notion that we can achieve the new Jerusalem in a few years after the war. On the other hand, he shows himself a loyal and convinced supporter of the general aims of town and country planning; and his insistence on a realistic and practical approach springs from his eagerness to see substantial and lasting progress made in this field.

The main body of the work is prefaced by a critical commentary on the Scott and Uthwatt reports introduced after the main text was in print. He strongly disapproves of the main recommendation of the Uthwatt Committee for the State organisation of development rights of undeveloped land and prefers his own solution of pooled ownership. It is, perhaps, not fair to judge these views entirely on what Sir Gwilym says in this undoubtedly hastily prepared preface (otherwise we should find them not too well supported by argument).

The book will be reviewed from many angles, on many topics, and in many quarters; most appropriate for some notice here are the suggestions on planning machinery. That Sir Gwilym considers a better articulation of central organs to be required goes without saying; and what he has to say on the Ministerial and departmental adjustment involved is of special value, for though the original choice of the Ministry of Works and Buildings which he so pungently condemns has now been abandoned and a separate Ministry established, many of the problems he discusses are still un-met.

He is emphatic that local government must play a major part in planning—in the interests of planning and not only because strong local government is essential to effective democracy. There must not be too much control at the centre; the true functions of the central planning authority will be prejudiced if it is overloaded with detail. With detailed local planning the ordinary local authorities will deal; but without being wedded to any general philosophy of regionalism in local government, Sir Gwilym thinks planning calls for regional areas and authorities.

His conception of the right regions is substantially the same as that of N A L G O's Reconstruction Committee—a conception which led the Committee to prefer the word "Province" to emphasise the difference from the civil defence or other very large region. Sir Gwilym has put the conception well in saying that it must be an economic region, not a geographical or a geological one: "It is man, not nature, that largely decides the size and boundaries of the new regions."

N A L G O's Reconstruction Committee thought the same, and obviously thought the economic and not the geological area the right one, not only for the wider town and country planning area, but for the planning and layout of the "outsize" local government services. Again, in common with N A L G O's Committee, Sir Gwilym thinks an authority formed by indirect election from the local authorities to be the best and deplores the suspicion which still attaches to indirectly elected bodies. "It is not creditable," he adds, "that the efficient organisation of democratic institutions should be hindered by pre-conceptions."

J. H. W.

NALGO PRESS — More About Branch Magazines—by Jackass

The Pint Pot

LOCAL GOVERNMENT SERVICE has been so crowded recently that space for a branch magazine article has been impossible. Nor will another be possible for some months to come.

I can't help it ; you can't help it ; nor can the editor. It's just one of those things.

New Recruits

Newcomers since my last review are the **Wiltshire county** *Nalgo Newsletter*, "*Ad Interim*" from **Hornchurch**, *Dalgo* from **Dunfermline**, a broadsheet from **Halifax**, **East Barnet's** *News Flash*, "*Worthing Calling*," and the **Staffordshire** *County Bulletin*. Only the first is printed, a monthly issue of one or two pages, dealing with negotiations and service conditions. Where paper is restricted, this is how to use it ; little but often, and first things first.

Dalgo is intended for Forces members, and confines itself to amusing personal gossip. Editress Katharine Wood explains they think it appropriate to restrict contents in this way for the present. Personally, I think half a page telling absent warriors what the branch is doing to safeguard and improve conditions of service in anticipation of their return would please her readers.

The same applies to most of the others, but the editress of *Ad Interim* deserves a compliment on the attractive and original arrangement of her greetings pages.

The **Halifax** broadsheet is a novelty in that it is intended for display on the notice-boards of the various offices, and is a straightforward and competent summary of branch news, staff gossip, and social reporting. Surely every branch not issuing a journal could emulate Halifax here.

East Barnet's *News Flash* (on pink paper reminiscent of **Stoke Newington's** "bloodshot broadsheet" before it reverted to the pale purity of white) is a small, neat issue capable of development into a full-scale magazine.

Worthing Calling is a cyclostyled issue well-designed for its limited objectives. Especially attractive are the neat and apt illustrations (nine in four pages).

Not a Deserter

Jim Anderson sent me a copy of the only issue of **Glasgow's** *Civist* during 1943, and reminds me that he handed me a copy at the last Conference—which, incidentally, I lost on the journey home with all my notes of the discussions.

I was glad to see that J. A. Darragh, editor of the *Junior Officer*, published by Glasgow's Youth Section until paper restriction ended its brief but lively career, has joined the *Civist* editorial committee. I was equally pleased to hear from Renee Barnes, the present honorary secretary of the section.

To revert to *Civist*, none is better, few so good, but one issue a year hardly warrants the title of branch journal. Can the editorial committee do something about ti ? . . . smaller but more often, I suggest.

Some Old Sweats

My thanks for **Newport** *Nalgo Newsletter*, **Manchester** *Guild Journal*, **Colchester's** *Raven Newsletter* (war-time substitute for their *Raven* journal), **Coventry's** *Camera Principis*, **Cupar's** Newsletter, now titled the *Wee Cooper o' Fife*, **Doncaster's** *At Your Service*, *Calling Croydon* (got it right way round this time), **Ealing's** *In and Out*, **Grantham's** *Bulletin*, **Hampstead's** *Newsletter*, **Hertfordshire's** *Nalgo Newsletter*, **Kent** *County Chronicle*, **Leeds** *Guildman*, **Middlesex** *Guildhall Gazette*, **Sheffield's** *Guild Journal* (good old Harold !), **Stoke Newington's** *Services Bulletin*, **Warwickshire county** *Bulletin*, **Hackney** *Pay Day*, **Hammersmith** *Staff Journal*, **Wembley** *Interphone*, and **Westminster** *Bulletin*.

Hampstead boast a cleaner heading. Stoke Newington introduced a touch of genuine journalism by the insertion of a coloured strip "Stop Press" announcing in joyous terms the safe return of a missing Forces colleague. Middlesex, Manchester, Sheffield, Kent, Ealing, and Coventry maintain their consistently high standard, while Leeds remains perhaps the most readable of them all. Of the cyclostyled group, Croydon, Hammersmith, Hertfordshire, and Hackney are the "big guns."

I wish I had space to give praise in every instance where it is earned, but I'm afraid the will must count for the deed.

Names, Please

Editor N. W. Bingham, K.C.C., Springfield, Maidstone, is anxious to exchange his *Kent County Chronicle*—a first-class journal—with other editors. Unless he is already on your mailing list, put him on and he will reciprocate.

Forces' calls have caused many changes of editors recently, and many journals which reach me regularly give no indication who edits them. If editors will see that the next copies sent to me bear their names and addresses (scribbled on a corner will do) I will compile and circulate an up-to-date list.

Cri-de-cœur

Forthright conclusion of an editorial complaining of the lack of contributions to the magazine : "Well, anyway, you can take it or leave it, but your subs. are paying for the job either way."

Show Your Gratitude—to the B & O Fund

SINCE NALGO won the "Bolton case" in the House of Lords, ten local authorities have been required by the National Arbitration Tribunal to make up war service pay on the terms of the Bolton agreement, while, including Bolton itself, a further 71 have voluntarily adopted this settlement. Many hundreds of officers in the Forces have thus, through NALGO's efforts, received welcome, and in some cases substantial increases in their total remuneration. Would it not be a gracious act of recognition for such of these officers as can afford to do so—and for their Branches—to give, say, one week's supplementary pay (or more if they can) to the Benevolent and Orphan Fund ? We leave the suggestion with you. It is prompted by a donation of £4 from **Cambridgeshire**, as a "thank offering" for the adoption by the county council of a much improved war bonus scheme.

Another bright idea for benefiting the fund comes this month from **Hendon**, which has sent £15, the amount it has saved through not having to send so many delegates to Conference this year. Most branches are saving money under this head—could they not follow Hendon's example ?

Of new money-raising schemes, the brightest recently is **Bolton's**—a competition, devised by a member in the R.A.F., in which you have to guess the names of fifty railway stations from clues in the crossword manner. Nearly 600 members entered at 6d. a time, for prizes of savings certificates—and the surplus profit of £12 5s. came to the Fund, in addition to £15 18s. 6d. raised by a dance.

Aid for T.B. Victims

In his article on the Benevolent and Orphan Fund in the March journal, Mr. R. T. Shears, chairman of the B. & O. committee mentioned the Government's scheme for maintenance allowance and grants for persons undergoing treatment for tuberculosis. Details of this scheme now available (Ministry of Health circular 2,794 and Memorandum 266T) show that it provides for a standard maintenance allowance without means test ranging from 5s. per week for a child under 10 to 39s. per week for a man and wife, plus rent and fuel allowances, for additional discretionary allowances to meet hire purchase instalments, life insurance premiums, and education expenses, and for special payments to cover travelling expenses of near relatives and domestic help.

Full details of the scheme can be obtained from tuberculosis officers, who will give any help necessary in claiming the allowances. Branch secretaries who have any members with tuberculosis should study the scheme and see that the fullest use is made of it, thus relieving B. & O. funds for other cases for which no similar provision is made.

Doncaster's Reconstruction Lectures

By S. R. Graydon, secretary, Doncaster and District Branch

AFTER a series of lectures on reconstruction, held in this district last summer, when one night was devoted to local government, my branch decided to arrange a short series devoted exclusively to this subject. With the willing co-operation of the local education authority and the Workers' Educational Association, the lectures were given in the Technical College by Mr. J. I. Roper, B.Litt., of Sheffield University, a well-known northern lecturer, and prominent members of councils in the area took the chair for each of the three lectures.

The attendance varied between 60 and 100 : a disappointing figure in view of the wide publicity which had been given, but proving the need for a vigorous public relations policy. As the lecturer remarked : "the justifiable amount of public expenditure depends on the awareness of the public of the value of the services provided."

Mr. Roper divided his subject under three headings, structural, environmental, and financial. His talks were designed to stimulate thought and discussion, and the information imparted—much of it historical—was designed primarily to provide for comparisons and to indicate pitfalls to be avoided.

The questions showed a wide divergence of views, only to be expected in an area which—ideally though its geographical suitability may lend itself to an advanced form of reconstruction—comprises a county borough, two urban districts and one rural district, with the area offices of the county council within the county borough. Nevertheless, the questions revealed a keen interest in the subject.

Housing entered largely into the picture at the second lecture and was reflected in the questions, which were also concerned with fostering interest in local government and the need to inform local authorities of the powers they might expect before they could plan for the future. Mr. Roper's reply to this latter point was that councils should present a picture of needs to their associations and secure support for approach to the Government. Provided a considerable measure of agreement between the various types of authority and other interested parties could be reached, and a unified scheme submitted, the proposals might reasonably be expected to be adopted. He instanced the Beveridge Report as an example of this method.

Municipal income tax, the "block" grant system, trading services, rating, and development values were amongst the matters discussed at the final session which, in some respects, was the most interesting.

The branch feels that the effort and expense have been fully justified and the executive committee, in considering next winter's programme, will undoubtedly seek new and, if possible, more effective methods of arousing public interest in local government services.

Daddy's medal . . .

Proud daughter ! Proud Mummy ! Proud day !
They're changing guard at—
oh, more than that ! much more.
They're getting their Medals ! . . . at
Buckingham Palace today.
Daddy's got one,
a lovely one with a pretty ribbon.
What for ?
" For devotion to duty—fine leadership
and determination in pressing home the attack
in a vital operation ! "

* * * *

This is but a meagre story of a brave deed !
By brave deeds the blows accumulate.
War workers ! Pile up the weapons.
Pile up the weapons.
There are thousands of fearless men
waiting to use them.
Match courage with industry . . .
with saving . . . with even greater effort.
More—*still more !*

* * * *

Our part in the Great Offensive doesn't call for bravery, but it *does* call for devotion . . . Devotion to Duty. No matter how hard we work, no matter how much we save, we cannot equal the sacrifice made by the men who use the weapons we provide . . . But we must try, so that at the end of it all we can say that " by devotion to duty " we, too, have played our part. SAVE MORE.

. . . — Wings for Victory

Issued by the National Savings Committee

NALGO ROLL OF HONOUR

Military

KILLED OR DIED ON SERVICE

Bratby, Tpr. R. F., R.A.C., roads and bridges dept., Dorset C.C.
Bristow, Pte. K., R.E. (bomb disposal squad), librarian, Ilford.
Champ, Pte. A. J., Kensington Regt., electricity dept., Fulham (died of illness contracted in Army).
Daniell, L. A/C L. W., R.A.F., surveyor's dept., Fulham.
Davison, G. E., highways dept., Sedgefield. (in Tunisia).
Dickinson, Bdr. N., R.A., treasurer's dept., Workington (in Middle East).
Donald, Sgt. P. L., finance dept., Coventry (during raid on Germany).
Gray, P/O R., R.A.F., education dept., Manchester (after raid on Germany).

Heroes of the Battle

The latest totals of NALGO members who have given their lives, are enduring captivity, or have gained awards for heroism in the fight for freedom are :

Military		Civilian	
Killed	589	Killed	69
Missing	417	Decorated	182
Prisoners	355		
Decorated	124		

Harris, Sgt. Pilot, electricity dept., Manchester (in Tunisia).
Hawkins, Lt. F. C., engineer's dept., Croydon (in N. Africa).
Hodgson, F/O A., D.F.C., R.A.F., social welfare dept., Bolton.
Jubb, L/Cpl. N., R.A.O.C., treasurer's dept., Bradford (in N. Africa, after service in France, Greece, and Crete).
***Lawrence, Flt.-Sgt. G. E.,** R.A.F., 22, engineer's dept., Paddington (off Colombo, Ceylon).
Lawson, L/Bdr. A., parks and gardens dept., Liverpool.
McClelland, Warrant Officer E., asst. buildings inspector Rochdale (in N. Africa).
Pasco, Cpl. J. H., East Surrey Regt., public health dept., Fulham (in N. Africa).
Pitt, Sgt. W. E. G., R.A., architect's dept., Devon C.C. (in N. Africa).
***Potts, Sgt. W/O A/G A.,** R.A.F.V.R., education finance dept., Sunderland ; only son of Mr. H. Potts, branch secretary, Sunderland (in operational flight over Crete).
Radcliffe, Sgt.-Pilot J., R.A.F., accountant's dept., Penzance.
***Richards, Cpl. D. A. T. K.,** R.T.C., electricity dept. Bristol.
Richmond, Sgt. J. R., R.A.F., divisional P.A. office, Surrey C.C.
Shepherd, Gnr. R. W. F., R.H.A. (H.A.C.), gas dept. Market Harborough.
***Slade, Sgt. K. E.,** 22, R.A.F., borough surveyor's dept., Surbiton.
Smith, Pte. E. P., R.A.M.C., gas dept., Manchester (in N. Africa).
Steels, Sgt. K., R.A.F., public health dept., Batley.
Sturmey, Pte. W. G., 7th Green Howards, health dept., Willesden.
Swallow, Sgt.-Obs. B., R.A.F., rating dept., Sheffield.
Toms, Lt. H. J. L., 23, Rifle Brigade, St. Marylebone (in Tunisia).
Wade, P/O K., R.A.F., clerk's dept., Burnley.
Wilson, Sister E. M., Territorial Army Nursing Service, health dept., Sunderland (in action at sea, off Singapore).
Woodhead, Pte. J., R.A.O.C., libraries dept., Bolton.

MISSING

Banks, Sgt. D., R.A.F., treasurer's dept., Southall (from flight over Germany).
Bee, F/Sgt. R., 22, R.A.F., dept. for the care of the mentally defective, Northumberland (from his first operational flight over Germany).
Brogan, Sgt.-Obs. J. A., R.A.F., treasurer's dept., St. Helens (from flight over Germany).
Croot, A/Cl A. J., R.A.F., clerk's dept., Battersea (in Far East).
Evans, Sgt.-Obs. G., R.A.F., health dept., Breconshire (from operational flight over Germany).
Grace, Sgt. L. P., R.A.F., buildings dept., Surrey C.C.
Griffiths, P/O G., R.A.F., gas dept., Manchester.
Harris, Sgt., M., R.A.F., finance dept., Coventry (from raid on Lorient).
Harris, Sgt.-Obs. W. G., R.A.F., clerk's dept., Chorley.
Hudson, L/Cpl. R. M., Loyal Regt., Little Lever U.D.
Humphrey, S/A. R. W., R.N., surveyor's dept., Fulham.
Inwood, Sgt. E., R.A.F., rating and valuation dept., Kirkby-in-Ashfield.
Jacques, Sgt.-Obs. F. C., R.A.F., public assistance dept., Croydon.
Jennings, Sgt.-Pilot G., R.A.F., electricity dept., Stockton-on-Tees (from flight over Germany).
Lush, Flt.-Sgt. A. L., cleansing dept., Paddington.
Muir, Ldg. Radio Mech. D., R.N., health dept., Workington (from H.M.S. Beverley).
Parsons, P/O J., 27, R.A.F., treasurer's dept., Bromley.
Rutter, Sgt.-Obs. J., R.A.F.V.R., P.A. dept., Newcastle-upon-Tyne.
Smith, Sgt.-Obs. L. H., R.A.F., public health dept., Manchester (after raid on Turin).
Taylor, Sgt. A. R., R.A.F., treasurer's dept., Fulham.
Tolson, Sgt.-Obs. E., R.A.F., treasurer's dept, Huddersfield.
Wheeler, F/O D. W., R.A.F., electricity dept., Leicester.
Willatt, Sgt.-Obs. J., R.A.F.V.R., health dept., Derby (from operational flight).

PRISONERS OF WAR

Bacon, Sgt. A/G.-Obs., R., R.A.F., supt. registrar's office, Croydon.
Challoner, Gnr. D., R.A., treasurer's dept., Blackpool (in Japanese hands).
Clarke, L/Cpl. N. E., public health dept., Manchester (in Malaya).
***Cox, Gnr. R. C.,** R.A., electricity dept., Bedford.
Crouch, Lt. E., Beds and Herts Regt., treasurer's dept., Bedford (in Italy).
***Edwards, Pte. L.,** R.A.S.C., treasurer's dept., Dagenham (in Malaya).
Haslam, Sgt. C. F., Reconnaissance Corps, gas dept., Bolton (at Taiwan—in Japanese hands).
***Heyes, L. A/C. F.,** R.A.F., treasurer's dept., St. Helens (in Japanese hands).
Hickman, Sgt.-Pilot L., electricity dept., Coventry.
Hood, K. E., electricity dept., Leeds (in Japanese hands).
***Kelly, Sgt. J. B.,** clerk's dept., Crook and Willington.
***Kirk, O/S H.,** R.N., electricity dept., Bredbury and Romiley (in Japanese hands).
Lake, L. A/C R. D., R.A.F., clerk's dept., Dorset C.C.
Peacock, Maj. B., health dept., Surrey C.C. (in Far East).
Powell, L/Cpl. P. T., architect's dept., Coventry (in Italy).

* *Previously reported missing.*

Civilian

KILLED

Ticehurst, R., chief clerk of school clinic, Brighton (in air raid).

AWARDS TO MEMBERS

MENTIONED IN DESPATCHES

Dixon, Sq.-Ldr. W. M., D.F.C., R.A.F., treasurer's dept., West Hartlepool. (Award of the D.F.C. was announced in the June, 1941, L.G.S.)
Martinson, P/O J. P., R.A.F., general hospital, South Shields.
Robertson, Staff-Sgt. J. C. H., electricity dept., Newcastle (Staffs)—"in recognition of gallant and distinguished service in the Middle East."
Yates, Cpl. A. G., R.A.S.C., finance dept., Sheppey R. D. D.S.O.

HOSPITALITY FOR WARRIORS

The districts, branches, and individual members below offer hospitality to members of NALGO in the Forces and stationed in their areas. To save space, the following contractions are used : *B.*—Buildings ; *C.*—Council ; *Cy.*—County ; *C.D.*—Civil Defence ; *D.*—Department ; *E.*—Electricity ; *Ed.*—Education ; *Em. Hos.*—Emergency Hospital ; *Eng.*—Engineers ; *H.*—Hall ; *Hlth.*—Health ; *Hse.*—House ; *Hsg.*—Housing ; *M.*—Municipal ; *O.*—Office(s) ; *P.A.*—Public Assistance ; *S.*—Surveyor's ; *S.W.*—Social Welfare ; *T.C.*—Town Clerk's ; *T.D.*—Treasurer's Department ; *T.H.*—Town Hall ; *Tr.*—Transport ; *W.*—Works ; *W.M.*—Weights and Measures.

(C) after an entry indicates that a sports or social club is available. Figures in brackets are telephone numbers—o. office and h. home. Names of exchanges are given only where they differ from the name of the town.

† indicates that hospitality is also offered to women members and relatives of members.

This list will in future be published at intervals only ; changes will be published each month. Members serving, or likely to serve, in the Forces should, therefore, cut the list out and keep it by them.

DISTRICT COMMITTEES

Metropolitan.—PERCIVAL W. BOND, C.O., Purley.

BRANCHES

Acton.—Miss J. PERGANDE, T.H., W.3 (ACOrn 3232).
Alloa.—W. HUNTER, Cy.B.
Ashton-under-Lyne.—W. B. BRADLEY, E.W. **(C).**
Aylesbury.—G. A. MELLOR, Cy.H. **(C).**
Barking.—R. D. BROWN, T.H. (Rippleway 3880).
Barnsley.—T. S. FARNSWORTH, T.D., T.H. (3232).
Beverley.—S. W. ATKINSON, M.O. (344) **(C).**
†**Blackburn.**—J. COX, 42, Victoria-st. **(C).**
Bognor Regis.—A. C. TWORT, T.H. (1660).
Boston.—G. L. ADAMSON, M.B.
†**Brierley Hill.**—E. J. LEWIS, C.O., Albion-st. (7693).
Burnley.—J. M. HOLT, Ed.O., Manchester-rd. **(C).**
Cambridgeshire.—LEO MASON, Shire Hall.
Canterbury.—J. E. NEWPORT, M.B., Dane John (2826).
Carlisle.—J. N. ROUTLEDGE, Gas W. (4).
Chelmsford.—L. E. JINNES, Essex Rivers Catchment Board, Essex Rivers House, Springfield-rd.
Cheshire County.—H. JONES, 47, Walter-st., Chester.
Chorley.—R. HIGHAM, T.D., T.H.
Cleckheaton.—F. NORMINGTON, E.W. (16).
Colchester.—A. E. GODBOLD, T.H.
†**Croydon.**—A. E. ALLEN, P.A.D., Barclay-rd. (4433, ext. 248).
†**Dagenham.**—Miss E. BARTON, Civil Centre (Seven Kings 3722, ex. 15) sports room.
Denny.—BURGH CHAMBERLAIN, Town House.
Dudley, Worcs.—S. N. COLYER, Sedgley Em. Hos. (2243).
Durham.—F. BAINBRIDGE, 22, New Elvet **(C).** H. B. SOULSBY, Byland Lodge, Hawthorn Tce.
Epworth (Doncaster).—J. S. MARSHALL, Troyville, Westgate, Belton.
Erith.—D. H. E. HOCKLEY, C.O.
†**Feltham.**—Miss J. I. HEWETT, C.O. (2281).
Gillingham.—H. KING, M.B.
Glasgow.—Members invited to use Allies Canteen, 166, Argyle-st., as guests of branch.
Grangemouth.—District P.A.O., Lumley-st.
Grimsby.—J. W. L. BUXTON, T.D., M.B. (55141).
Hinckley, Leics.—J. G. S. TOMKINS, 16, Station-rd.
Hornchurch.—D. H. ELLIS, C.O., Billet-la. (3434).
Hounslow.—B. F. EMMERSON, C. Hse., Hounslow **(C).**
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Newcastle-upon-Tyne.—V. GRAINGER, T.H.
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Wimbledon.—J. W. BABBS, Eng. D., T.H., S.W.19.
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Ipswich.—(Members in Navy) Mrs. G. A. HOOPER, 222, Woodbridge-rd.
Scarborough.—H. WILSON, 23, Newlands-av.
South Shields.—J. Y. FAWCETT, "Earldene," 11, Windermere Crescent, Harton (1000).
Stourbridge.—J. H. CLARK, Southgate, Norton-rd. (57175).
Windlesham, Surrey.—G. LOWE, "Kersal," Woodlands-la.

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Derby.—Miss D. A. JONES, "Elmhurst," Lonsdale Place, Uttoxeter New Road.
Grantham.—Miss M. LYNN, Hsg. D., 36, Avenue-rd.
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Swindon.—Miss M. HURTNOLE, T. (Rates) D., C.O.
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SCOTTISH NOTES

Recruiting Drive Gathers Momentum

Recruiting Drive Gathers Momentum.

THE Scottish recruiting drive is now in full swing. Notwithstanding wartime difficulties, it has been taken up with enthusiasm by a number of branches, including **Argyll, Dumfries, Edinburgh, Greenock, Lanarkshire,** and **Renfrewshire. In Glasgow,** a special meeting of the executive committee is to be called, to which all departmental collectors will be invited, and it is hoped to tackle each department in turn in an endeavour to rope in every potential member. A special Glasgow appeal is being prepared, and departmental representatives will be urged to see that each non-member receives a copy of the new Scottish edition of "All About NALGO" which has just been printed.

Will those Scottish branches which have not yet received supplies of the new propaganda literature please get into touch with the divisional office? The acting divisional secretary is doing his best to cope with requests to address special propaganda meetings, but branch secretaries are asked to give as much notice as possible before fixing dates.

Joint Industrial Council

The staff side has agreed the proposals for the grouping of local authorities for salary purposes, and these have now been referred to a joint committee consisting of representatives of both the administrative staffs' and the manual workers' councils.

War Service Pay

Stirling town council has brought its scale of allowances to married men into line with the J.I.C. recommendation as a result of NALGO's application.

Kirkintilloch town council has also adopted the J.I.C. recommendation, with an additional provision for a minimum payment of 7s. 6d. per week.

Port Glasgow town council, the only large burgh in Scotland making no payments at all to its officers in the Forces, has rejected NALGO's application and a dispute will accordingly be declared under the Conditions of Employment and National Arbitration Order, 1940.

Nurses' Salaries Committee

Many of our members affected by the recommendations of the Taylor committee (whose second report can now be obtained from H.M. Stationery Office, price 6d.) have inquired whether cost-of-living bonus is payable in addition to the proposed salary scales. The answer is no. The recommendations are *based on present conditions*, and provision is made for review in the event of any material change.

Registrars and Assistant-Registrars

The staff side of the J.I.C. has agreed the revised salary scales submitted jointly by the Registrars' Association of Scotland and the Glasgow Assistant-Registrars' Association. They will now be forwarded to the full council for consideration.

News from the Branches

Glasgow.—Applications for salary reviews have been submitted on behalf of food and drugs and port health inspectors; assistant registrars of births, deaths, and marriages; and a baths superintendent.

Renfrewshire.—Proposals for the revision of existing salary scales have been submitted to the county council.

APPOINTMENT VACANT

The NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS invites applications for the post of temporary COMMITTEE CLERK (male or female). Salary scale £315 + £15—£390 p.a., plus National Whitley Council scale of bonus. A good knowledge of Committee work, including the preparation of Agendas, Minutes and Reports is essential. Shorthand will be an additional recommendation. Candidates should be over military age or otherwise exempt from military service. Applications stating age, experience and qualifications and accompanied by copies of three testimonials should reach the undersigned by the 30th June, 1943.

JOHN SIMONDS,
General Secretary.

NALGO, Croyde,
Braunton, N. Devon.

SALARIES AND SERVICE CONDITIONS

NORTH-WESTERN AND N. WALES

Crewe B. has adopted a grading scheme submitted by the Lancashire and Cheshire provincial council.

SOUTHERN

Bournemouth C. B., as a result of representations by the branch and the divisional officer, has amended its scheme of war service payments to give full pay to married men and 75 per cent to single men, with subsistence deductions.

Newport Pagnell U.D. has become a constituent member of the South Midlands provincial council, and adopted its scales, grading, and cost-of-living bonus, together with any subsequent revisions.

Reading C. B. has decided to set up a joint consultative committee of members of the council and the staff.

NORTH-EASTERN

Durham R. D. C. has adopted the scales of salaries operated by the Durham C. C.

Northumberland C.C. and **Alnwick U.D.C.** have become constituent members of the North-Eastern joint council.

SOUTH WALES AND MONMOUTHSHIRE

Cowbridge R.D.C. has adopted Scale 1 of the South Wales provincial council and **Ebbw Vale U.D.C.** has received from the provincial council a model grading scheme based on that scale.

The appeals committee of the provincial council has admitted appeals from **Neath Borough** branch for the application of Grade B (£190 + £10 — £220) to four gas slot collectors, but has rejected the appeals of two women clerks.

Nantyglo and Blaina U.D.C. and **Risca U.D.C.** have agreed to grant 60ths for non-contributory service, which subject has been deferred pending a report following the appearance of the divisional officer before a subcommittee of **Swansea C.B.**

EAST MIDLANDS

The first meeting of the women's sub-committee was held at the Guildhall, Nottingham, on May 15. Miss A. M. Prime, Hucknall & Kirkby branch, was elected chairman, Miss F. E. Pole, Leicester city branch, vice-chairman, and Miss M. L. Oswald, health department, Huntingdon Street, Nottingham, hon. secretary. It was decided to meet regularly during the morning preceding meetings of the district committee. Women members in the East Midlands are asked to inform Miss Oswald of any matters they wish the sub-committee to consider.

Obituary

We regret to record the deaths of the following members:

Mr. R. Taylor, a member of the executive of the Northumberland branch since its inception and departmental secretary for the education department. Mr. Taylor died on April 23, after a short illness, aged 44.

Mr. E. B. Worsley, deputy borough treasurer of Bolton since 1924, and a former president of the Bolton branch. Mr. Worsley, who died on April 2, had been in the service of Bolton corporation for 43 years.

Congratulations to—

T. R. Ferris, O.B.E., M.Sc., a former president of the Dorset county branch, on being invited by the Minister of Agriculture to be one of a party of four agriculturists to visit the United States to tell farmers and others about war-time food production in Britain. Mr. Ferris was, for many years, director of agriculture for Dorset, and through the war he has been seconded as chief officer to the county war agricultural executive committee. It is largely due to his work and guidance that the standard of agriculture in Dorset stands so high to-day, in both quality and volume.

Retirements

The following members have retired from the service recently:

Mr. S. T. Berry, after 40 years' service as chief clerk to the education department of Northumberland C.C., and 30 years as hon. treasurer of the Northumberland county branch.

Mr. C. E. Hall, supt. relieving officer, Northumberland, after 40 years' service in poor law.

Mr. J. Dunn, relieving officer, Northumberland, and since 1930 a member of the Northumberland county branch executive.

Cost of Living 1 Point Up

The Ministry of Labour cost-of-living index rose one point last month to 199, representing an increase of 28.4 per cent since the outbreak of war.

LETTERS FROM OUR READERS

ANTI-SEMITISM AND FASCISM

Information Wanted

MANY local government officers must be gravely concerned by the increasing manifestations of anti-Semitism and Fascism in this country.

The National Council for Civil Liberties convened a most successful delegate Conference on anti-Semitism and Fascism in April to plan methods of combating these twin evils by means of a nation-wide campaign.

Many instances of anti-Semitism must come to the notice of local authorities, and I feel sure that many of your readers could assist in this enquiry, and will wish to do so, by sending to me any fully authenticated reports of anti-Semitic activities of which they have knowledge; such as anti-Semitic or Fascist wall slogans, copies of anti-Semitic leaflets which have been distributed, the repetition of anti-Semitic whispering campaigns, etc.

Such information would be of great value as evidence at the enquiry.

ELIZABETH A. ALLEN,
General Secretary.
National Council for Civil Liberties,
11a, Kings Road, Sloane Square, London, S.W.3.

RECONSTRUCTION REPORT

A Diversion of Energy?

I AGREE with your footnote to my letter under the above heading last month that the *best* interests of the authorities, the community, and their servants are one. He would be a fool who denied it. But the need for realism is evident when one comes to the *interpretation* of the common interest by a particular member of the triangle. It is not inconceivable, for instance, that recalcitrant authorities are sincere in their belief that it is not in the interests of the authority to concede certain claims made upon them and that the claims must therefore be refused. One may also find a large percentage of the other members of the triangle, viz., the community, in full agreement with that viewpoint!

125, Casino Avenue, GEO. BROOKS.
Herne Hill, S.E.24.

The solution of the problem stated by Mr. Brooks lies, surely, in an effective public relations policy; we cannot see that it has any bearing on whether or not NALGO should take an interest in local government reconstruction (though by securing better local authorities, that might reduce the number of "recalcitrant" ones!).

TIME FOR A HAIRCUT

Saloons in the Office?

NOW that most local government staffs are working later, they are faced not only with shopping difficulties, but cannot find time for a haircut—with the result that some look more like poets than clerks. Chief officers can slip out, or get a trim when out on business, but the bottom-dog has to devote his Saturday afternoon off to sitting in a hairdresser's waiting his turn. Some factories call in a barber and a room is set aside as a saloon. What about taking this matter up?

LONG HAIR.

HANDY GUIDE to the SIX BEST TOBACCOS

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PURPLE SQUARES Curlies. The ever popular spun-cut. Little discs of tobacco ready for the pipe. Flavoursome and long-lasting. Per oz. **2/7**

For MIXTURE Smokers.

BLUE SQUARES A perfectly balanced mixture of finest Virginia and choicest Eastern tobaccos. The indoor smoker's ideal. Aromatic but not heady. Medium cut. Per oz. **2/11**

GREEN SQUARES A mixture of the old original Scottish type of medium strength and medium cut, made from selected Empire leaf. Per oz. **2/7**

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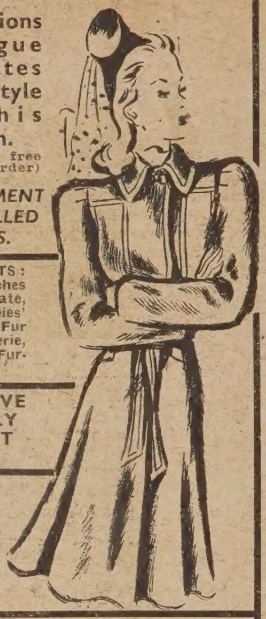

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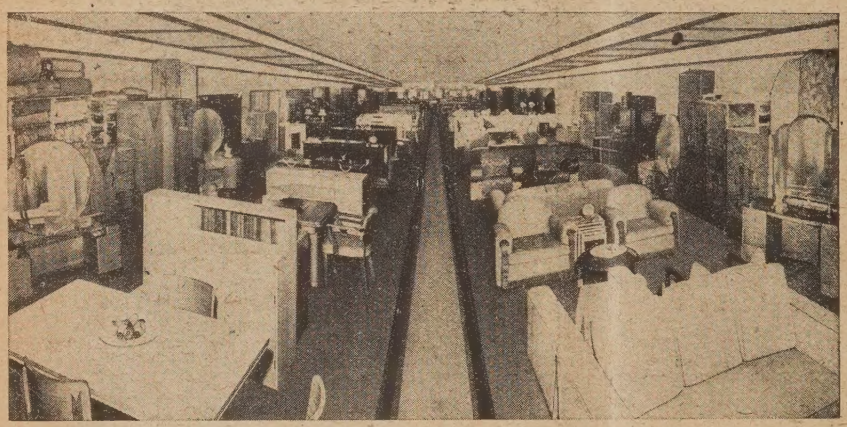

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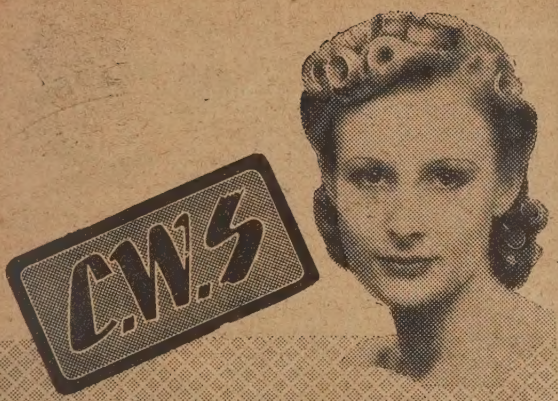

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